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Local Government Service

No. 7

JULY, 1933

Vol. XV

N.A.L.G.O. IN CONFERENCE

SPECIAL REPORT OF THE DISCUSSIONS AT FOLKESTONE



IT would, of course, be exaggeration to describe the annual conference of N.A.L.G.O., which took place at Folkestone on June 3 and 5, as the best that has been held in the quarter of a century's history of the Association. There have been others which, for various reasons, have been invested with greater significance. That the claim can be made, however, that the Folkestone conference deserves to be ranked among the best almost goes without saying. If one point stands out more prominently than another, it is that the proceedings afforded abundant evidence that the main concern of the members is to promote even further the existing high standard of efficiency of the local government service. There were, of course, differences of opinion as to the best way of achieving the objective, and it was perhaps in this respect that the conference afforded chief interest.

The main debate so far as service conditions are concerned centred round the proposal of the Plymouth Branch that the National Executive Council should be instructed to approach the Government with a view to the establishment of national standards of rates of remuneration and conditions of service for the employees of local authorities similar to those prevailing in the National Civil Service. The conference, however, rejected this motion, in favour of what may be regarded as the alternative proposal, made by the National Executive Council, for the establishment of a comprehensive system of Whitley Councils for collective bargaining and agreements. The conference learned with satisfaction of the success which had attended the efforts of the National Executive Council on the question of superannuation as affected by temporary deductions from salaries, the Government having now introduced a Bill to deal with this matter, and again urged the need for a general compulsory superannuation measure which will remove the anomalies that arise from the existing situation.

So far as the domestic business of the Association is concerned, the National Executive Council was requested to adopt a definite policy with regard to eligibility for membership. A scheme is to be prepared for the assistance of

students desiring to obtain professional and other qualifications. Following a close card vote, the conference decided that district committees should be entitled to submit to conference nominations for honorary officers of the Association. Over one thousand delegates attended the conference, and Mr. Sam Lord, the president, was thoroughly justified in his observation that it was significant of the whole-hearted interest which N.A.L.G.O. delegates take in their work that, though the glorious weather on the Monday afternoon was a temptation to quit the conference hall, a vote revealed that over 700 delegates were present at that particular time.

THE CIVIC WELCOME

At the morning session on Saturday, June 3, an official welcome was extended to the delegates by his Worship the Mayor of Folkestone (Alderman J. W. Stainer, J.P.), who was accompanied by the Mayoress (Mrs. Stainer); the deputy mayor (Alderman Castle); Alderman Spurgeon ("Father" of the Council); and the Town Clerk (Mr. C. F. Nicholson). The Mayor said:

"It is my duty and my pleasure to extend to you a very hearty welcome to Folkestone for your annual conference. I have read brief accounts of your wonderful organisation, of its beneficent acts, of its convalescent home, of its efforts to safeguard your interests by insurance, by a building society, and by advice. There can be no doubt of the wisdom of your annual assembly to discuss details of each and all of your common interests, to elect executive officers, to examine your finances, and, generally, to scrutinise your position. These are all what I may term your internal affairs, and very laudable they are, and I have no doubt they are admirably conducted. They are your domestic concern, and, like a good housewife, you will be pleased to accept a little praise for the orderliness of your home, or, shall I say, your hereditament (laughter)."

"It is wonderful how clannish we become, and what slaves to habit. The busman is not peculiar in his ways, for I find that other birds

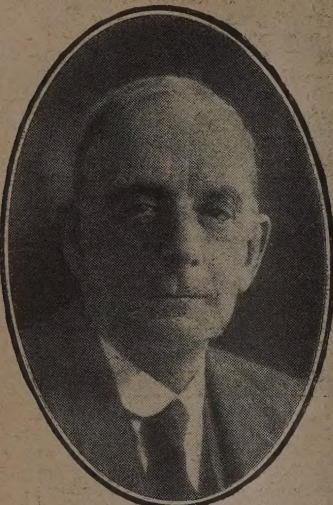
of a feather flock together. I read of your holiday camp of gigantic dimensions, where you propose to foregather for recreation. But I find myself, possibly presumptuously, sounding a note of caution, and wondering whether it is wise for people always to associate with their workmates. For example, I could imagine rate collectors becoming perfectly inhuman if they never rose to the level of their victims and spent even their holidays in one another's company, for I presume your camp will be subdivided into departments, open from 11 a.m. to 3 p.m. (laughter).

"Be this as it may, I am sure of one thing, that the National Association of Local Government Officers will steer clear of the pitfalls that have caught the unwary feet of some trades' unions, and made them forget that, important as their own domestic concerns may be, there are larger issues than their own affairs, and a general public that must be considered. In public life, you are like the crew of a ship. The safety and comfort of the passengers is your greatest concern, and the navigation of the ship and cargo to its desired haven is the first call upon your energies. You have a great calling, which is becoming yearly more and more important.

"I dare say you sometimes think you are governed by more or less eccentric or incompetent councils—(laughter)—it is wonderful how quick you take that point—(laughter)—amateurs, while you have had life-long training and experience. If this is ever so, it is unfortunate, but I am happy to think that, as a rule, municipal authorities and local government officers entertain for one another the most friendly feelings, and give each other the credit of striving to do public duty in the proper spirit. The aim of both is the same, and, surely, it is this: to make the life of the community happy.

"It is well for us and for you to keep ideals in view. We exist for the purpose of safeguarding, and, wherever possible, and within our means, of improving the conditions of living in our respective towns. We Councillors seek your advice and technical assistance, and it is impossible to estimate your influence in

CONFERENCE REPORT



Mr. C. G. BROWN, LL.B.,
New President of N.A.L.G.O.

Mr. Cecil George Brown, LL.B., the new president of N.A.L.G.O., was born at Hackney in 1867. He was educated at Bussage House, Stroud, Gloucestershire, and afterwards at Neuchâtel, Switzerland, and at Cassel in Germany, and completed his education at the University College, London. He took the degree of LL.B. at London University. In 1889 he was articled to Mr. Edwin Williams, of the firm of Gush, Phillips, Walters and Williams, Solicitors, of Finsbury Circus, London. In the Final Law Examination of the Incorporated Law Society, he took first-class honours and gained the Clifford's Inn prize. After qualifying as a solicitor, he entered the employment of the same firm as a managing clerk, a position which he held until 1897. In 1898 he was appointed assistant solicitor to the Cardiff Corporation, becoming prosecuting solicitor in 1903, and Deputy Town Clerk and Deputy Clerk of the Peace in 1904; and, in October, 1919, on the retirement of Mr. J. L. Wheatley, he was appointed Town Clerk and Clerk of the Peace. Mr. Brown is a member of the Incorporated Law Society, a member and past-president of the Cardiff Law Society, and a member of the Society of Town Clerks. He has taken some part in the proceedings of the Council of the Association of Municipal Corporations and its committees. He is a member of the University College of South Wales and Monmouthshire. For some years Mr. Brown has been honorary solicitor for Wales and chairman of the Law and Parliamentary Committee of the National Executive Council of N.A.L.G.O.

bringing about better social surroundings for the inhabitants. I well nigh said reforms, but I hesitated because I know that one is often disappointed in results. True reform must come from within the individual. Our province is to order public life in such a way that reform may be easy and inevitable, so that instead of the thorn shall come up the fir tree and instead of the briar shall come up the myrtle tree." (Loud cheers.)

Alderman Spurgeon congratulated the conference on meeting on such an auspicious occasion, as that day was the anniversary of the birthday of the King. He recalled that he (Alderman Spurgeon) had served two terms as mayor of the town before the council had a whole-time town clerk. They had a borough engineer and a borough treasurer, and a sanitary inspector who was dignified by the name of "stink finder." (Laughter.) All that had been changed. The general body of ratepayers had no conception of the amount of work that was carried on in Council offices. Alderman Spurgeon commented upon the pleasant relationship existing between the council and their staff, and added that he noted the Association took a very great interest in the question of education of local government officers. That was a very great feature of its work, for Councils were always endeavouring to get the best class of officers. Contrasting

conditions when he entered the Council many years ago, with those prevailing to-day, he said it was really astonishing how the local government service had improved. He wished N.A.L.G.O. every success in its undertakings, and was glad to know that the Association was recognised and appreciated.

The president thanked the Mayor and Alderman Spurgeon for their kindly welcome and for the generous tribute they had paid to the work of local government officers. There were present that morning, he said, a record number of delegates from all parts of Great Britain. He was informed that the proceedings of conferences imposed a very great strain on delegates—at least some of them (laughter)—and he thought the rejuvenating properties of Folkestone would be put to a severe test. The town was an example of what could be done by ordered development. Local Government officers fully appreciated the enormous amount of work which is voluntarily performed by members of local authorities, and were delighted and proud to be associated with them in that work. There was no doubt that there were great tasks ahead for local government, and he would assure the local authorities of this country of the unswerving loyalty of the officers and of their desire to help them to carry out their great obligations. They were proud of their Association, its strength, its prestige, and its influence in high quarters. They were not entirely out for selfish objects; their endeavour was amply exemplified by their educational programme which was definite and progressive. Local government in this country had stood up to a test which was not to be seen in other countries.

a shining example and a source of inspiration to us. (The delegates stood in silence.)

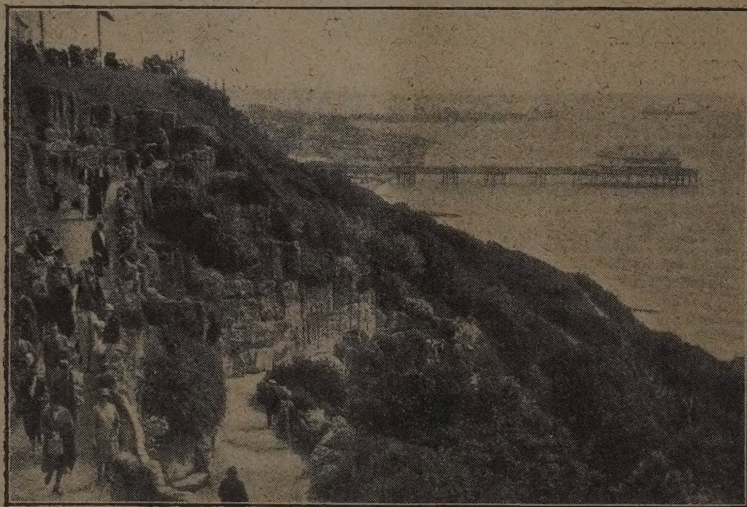
MINISTER OF HEALTH'S MESSAGE

The president then read the following message from the Minister of Health, Lt.-Com. Rt. Hon. Sir Edward Hilton Young, G.B.E., D.S.O., D.S.C.:

"I have pleasure in sending a message of goodwill to the local government officers assembled for the annual conference of the Association and wishing them a prosperous and useful gathering. Good government depends in no small measure on the high standard of public service. The times are difficult, and the demands on public servants heavy. The primary problem before the country at the present time is to recover prosperity, while not letting go those achievements of public health and well-being won by the labours of many years and themselves an essential of permanent prosperity. This is no easy task, and I feel sure the Association will foster among its members the highest traditions of public service."

On the motion of the president, it was agreed that the general secretary send an appropriate letter of thanks to the Minister of Health.

The Mayoress of Folkestone received, on behalf of the Association, purses for the Benevolent and Orphan Fund. The total amount was £13,884 1s., and the following is the summary of amounts by districts, a comparison being given with the amounts received at the Weston-super-Mare Conference in 1932, when the total was £13,414 19s. 6d.



FOLKESTONE: VIEW FROM THE ZIG ZAG PATH, LOOKING EAST

They were delighted that the Minister of Health took a personal interest in the work of the Association, and he (the president) felt sure that they had the Minister's sympathy in their aims and objects. The president tendered thanks to the Minister for his recent tribute in Parliament to the work of local government officers, and concluded by moving a hearty vote of thanks to the Mayor and members of the Corporation for the hospitality extended at the official reception on the previous evening and for the civic welcome to the conference. The motion was carried with acclamation, and the Mayor briefly replied.

The president, addressing the Conference, said: We sincerely deplore the passing of Mr. Fred Marsden, Sir Tom Percival, Sir Robert Donald, and Sir Herbert Nield. By the death of these gentlemen the Association has suffered a severe loss indeed, and the world at large is the poorer. I ask you to rise in tribute to the memory of four men whose lives will ever be

District.	Weston-super-Mare Conference.		Folkestone Conference.	
	1932		1933	
	£	s. d.	£	s. d.
Metropolitan ..	2280	18 0	2156	3 11
North Western ..	3275	7 6	3112	4 4
North Eastern ..	798	1 4	877	9 10
Yorkshire ..	1491	0 5	1563	12 1
East Midlands ..	887	16 9	777	3 5
West Midlands ..	1138	18 11	1004	14 0
Eastern ..	564	15 3	700	10 2
South Eastern ..	502	3 4	1000	6 8
Southern ..	388	6 9	431	7 7
South Western ..	978	13 8	827	3 5
South Wales ..	767	5 9	921	17 11
Scotland ..	281	11 10	421	7 8

£13,414 19 6 £13,884 1 0

The following were the winners of trophies: "Sir Homewood Crawford" Shield for



CONFERENCE REPORT

highest average amount per member, Folkestone Branch; amount per member £5 7s. 10d.

"Sir Charles Wakefield" (Lord Wakefield) Shield, for highest aggregate amount: Manchester Branch, £334 11s. 4d.

"Bridlington" Cup, for highest aggregate amount from branch with membership not exceeding 75; Port Talbot Branch, membership 62, amount £41 7s. 8d.

Diplomas were presented to the following:—
Branches which have subscribed £1,000 or over: East Ham, £1,029 11s.; Warrington, £1,007 0s. 2d.; Hull, £1,001 0s. 7d.

Branches which have subscribed £2,000 or over: Stoke-on-Trent, £2,063 6s. 4d.

Branches which have subscribed £3,000 or over: Hampstead, £3,074 19s. 10d.; Manchester, £3,681 5s. 1d.

Branches which have subscribed £5 per head:

Membership		Total Contribution			Amount per head.		
		£	s.	d.	£	s.	d.
Dewsbury	.. 15	99	13	4	6	12	11
Grimsby	.. 68	353	0	6	5	3	10
Rochford	.. 17	87	7	11	5	2	10
Aberdare	.. 85	514	14	8	6	1	1
Gellygaer	.. 39	200	10	10	5	2	10
Buteshire	.. 24	125	0	8	5	4	

The Mayoress thereafter presented the following sports trophies:—

Golf competition: "Alex Walker" Shield, E. E. Samuel, Rochester.

Bowls tournament: "Hugh Begg" Cup. English team: J. Crowther (skip); S. A. Hughes, A. G. W. Pettitt; L. C. St. Leger Yeend.

Tennis tournament: "Lowestoft" Cup, Mr. T. L. Clements, Kent C. C.

Correspondence chess match: "Pullinger" Cup—Southwark branch: W. L. Brierley (Captain), A. J. Head, W. J. Mills.

Mrs. G. Franks moved a vote of thanks to the Mayoress, to whom she presented a bouquet of flowers. Mrs. Franks said she did not think there was any part of the community which appreciated the work of the employing authorities more than local government officers, because they knew more of the work which the authorities had to do. Local government had been described as "the gentle art of living together," and whatever that might mean, she thought that on the whole the employing authorities and the staffs were working more harmoniously together than they had ever done before. Delegates were delighted with the hospitality received from the Mayor and Corporation of Folkestone.

Mrs. Stainer replied briefly, thanking the Conference.

B. & O. FUND FINANCE

Mr. W. E. LLOYD (Hampstead), hon. treasurer, presented the financial statement in respect of the Benevolent and Orphan Fund. He

pointed out that the income on the account amounted to £14,113 17s. 1d., and there had been distributed in benefits of one kind or another (including £1,371 19s. as administration expenses) the sum of £12,457 8s. 3d. In addition, the "Help Yourself Society" Account showed income of £8,529 15s. 9d, and expenditure £8,078 5s. 7d., leaving a surplus of £451 10s. 2d. The accumulated surplus on the B. & O. Fund was £61,166. The accounts were unanimously adopted.

Mr. H. S. Newton, Sheffield, chairman of the Committee of Management of the Benevolent and Orphan Fund, presented the annual report of that committee. The report showed that the regional committees had held 50 meetings during the past year, and had considered 506 applications for assistance. There was an increase of 2,141 in the number of annual contributing members for the past year as compared with the number returned for 1931. The increase was regarded as fairly satisfactory, but there still remained a considerable field for recruitment. The Council had noted with regret that during the past year a number of the younger officers who had had to come on the Fund for assistance had been neither annual contributing members nor life members, and it was urged that every member of the Association who is not a life member of the Fund should be an annual contributing member. It was suggested that every possible avenue should be explored with a view to increasing the income of the Fund. Three hundred and sixty three life members were enrolled during the past year, and there are now 6,168 in all.

100 per cent. Membership Wanted

MR. NEWTON, after thanking all who had contributed to the Fund, remarked that although the increase was only £336 compared with last year, he felt gratified with the result when he recalled that during the period cuts had been in operation in the service. A very gratifying feature of the report was that they had secured an additional number of annual members—over 2,000. Out of an Association membership of 68,000, there were 42,000 annual members and life members. There were 26,000 members who were not paying the small subscription of 2s. 6d., and he was convinced that all these could be persuaded to join the B. & O. Fund, and he appealed for a hundred per cent membership during the present year. Fortunately the "Help Yourself" scheme had been supported very well, and nearly £3,000 had been secured to the Fund. It was the object of the Management Committee to secure investments of £100,000, and he hoped that the present figure of £61,000 would increase very rapidly before the next conference. As regards the tin foil scheme, he had every reason to believe that during the current year they would derive a considerable income from this source. In conclusion, Mr. Newton expressed thanks to Mr. Hill and

members of the staff for their very valuable work on behalf of the B. & O. Fund during the past year.

The report was unanimously adopted.

Regional Committees

The conference then proceeded to consider a notice of motion submitted by the North Western District Committee for amendment of Rule 17, relating to the constitution and powers of regional committees. This rule provides, *inter alia*, that each regional committee shall, apart from other members, include four members of the District Committee, at least one of whom must be a member of the Council. The North Western District Committee sought the deletion of the words "at least one of whom must be a member of the Council" and substitution of the following: "exclusive of the chairman and secretary of the district committee, who shall be *ex-officio* members of the committee." To this the Yorkshire District Committee proposed an amendment substituting the word "inclusive" for "exclusive" and deleting all words after "district committee."

MR. L. H. TAYLOR (North Western District Committee), in moving the motion, contended that there was need for increased representation on the committees. He reminded the conference that the regional committees consist of certain members, three of whom are elected by the three branches which have made outstanding contributions to the Fund, and the remaining four by district committees. He said there should be an extension of the representation so far as the district committees were concerned. The present practice meant that in some cases three, and in others only two, were elected as directly representing the general body of subscribers to the Fund. In the North-Western District Committee there were three branches with three seats on the Regional Committee, and these three seats were representative of contributions amounting to £600 out of a total of £3,000 subscribed in the whole area. The position was that three seats were held in respect of members who had subscribed less than one-fifth of the total sum contributed in the area, and the remaining four-fifths was represented by two seats. On that ground alone, Mr. Taylor argued, there should be an extension of representation. Again, the work of the regional committees was growing enormously, and that, he contended, was a further argument for additional representation of the general body of members.

MR. J. J. BUTTERFIELD (North-Western District Committee), who seconded, said that that committee were convinced that this proposal, if carried, would add to the effectiveness of the administration of the Benevolent and Orphan Fund.

MR. W. DONNAN (Yorkshire District Committee) in moving that Committee's amendment, claimed that a small committee as

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constituted at present could do the work more effectively than a large committee. Moreover, it was essential to conserve the finances of the Fund unless a very good reason could be shown for increasing the expenses of administration.

Mr. H. S. NEWTON, chairman of the Management Committee of the Benevolent and Orphan Fund, said that if the motion were carried it would mean an addition of two members to each committee. It would result in increased expenditure, and he contended that expenses of administration should be kept to a minimum. He thought it was very desirable that the chairman and secretary of each district committee should be on the regional committee, but under the present rules these appointments could be secured. On behalf of the National Executive Council he opposed the motion and the amendment.

Mr. H. RUSSELL (Stockport) supported the North Western District Committee's proposal. Mr. A. B. Dodd (Newcastle-on-Tyne) was of opinion that to increase the representation would be a grave mistake. The Yorkshire amendment was defeated, as was also North Western's motion.

PRESIDENT'S ADDRESS

THE PRESIDENT, on rising to deliver his address, was received with loud applause. He said:

You will regret, as I do, the lamentable circumstances which have placed me in the presidential chair for the second time. When I inducted Mr. Fred Marsden as your president at the last conference, I visualised the pride with which he would preside over this gathering and the fitting reward your reception would have been to his long and faithful service to N.A.L.G.O. From the moment Mr. Marsden was elected president, he did not spare himself in responding to your call upon his time and energy, and he died in harness. In consequence, it is my duty to present to you a second presidential address.

It is again my great pleasure to notify an increase in membership and progress in every activity. The report of the National Executive Council, which is before you to-day, although a voluminous document, is only a summary of the vast amount of work which has been accomplished during the year. It indicates a ceaseless energy on the part of your committees and the responsible officers during a year of exceptional progress and keen anxiety.

It is my intention to confine my remarks to the outstanding issues with which we have been confronted since you last met in Conference.

A Testing Time

It has been my lot to occupy the position of president during two years of intense depression in public administration, unprecedented in the history of this country. I trust and believe I am handing over to my successor the seals of office completely untarnished by the crisis which we have had to face. The last two years have been a testing time, and our great association has faced problems of an exceptional character with calmness and dignity and with credit to everybody concerned. I desire to pay my tribute to the great body of members who showed implicit confidence in the leadership of N.A.L.G.O. and who acted, in very trying circumstances, with the utmost discretion.

Our responsibilities have been heavy. There have been many anxious moments and many things done which I should like to explain in detail, but that would be impolitic. I must ask you to judge us on results. However strongly we may have felt that there was neither justice nor common sense in the attack upon public officers in general and ourselves in particular, the forces of misrepresentation and confused thinking arraigned against us were at one time almost overwhelming.

The efforts of those who sought to imperil the existence of our local government institutions

have suffered a severe setback, and, in my opinion, these efforts have helped to consolidate the resolve of the general public that any undue interference with services vital to the well-being of the community will not be tolerated. The misguided, so-called economy campaign has failed, and we appear to be entering upon a period of thoughtful, well-ordered administration.

Throughout the crisis, or crises, our relationships with the ministerial departments have been of a satisfactory character, and our Association is indebted especially to the principal officers of the Ministry of Health for the sympathetic hearing which they gave to our many representations. I feel that our campaign has been conducted in such a manner as to retain the goodwill of the State departments and the local authorities, and that our prestige



Mr. S. LORD, F.I.M.T.A., F.S.A.A.,
Borough Treasurer of Acton,
Ex-President of N.A.L.G.O.

Mr. Sam Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer of Acton, who retired from the Presidency at the Folkestone Conference, served his novitiate in the Local Government Service in the Borough Treasurer's office of Rochdale, his native town, and was afterwards for seven years Assistant Borough Accountant at Southend-on-Sea. He was appointed Accountant to the Acton Urban District Council in 1907, and Borough Accountant when some years ago that authority received its charter of incorporation. In 1923 he was elected President of the Institute of Municipal Treasurers and Accountants in recognition of his work over a number of years as a member of the Executive Council and as Chairman and Secretary of the Metropolitan branch of that organisation. He founded, and was first president of, the Association of Local Government Financial Officers, and was associated with the late Lord Haldane and others in the foundation of the Institute of Public Administration. His selection as President of N.A.L.G.O. in 1931 was the Association's "Thank you" for many years of valuable service as a vice-president (1924-31); treasurer (1916-24); a member of the National Executive Council, trustee of its funds, first chairman of its Provident Society, apart from other offices.

as an association has been enhanced. This will be of invaluable assistance to us in our future efforts to improve the economic status of innumerable local government officers whose conditions of service demand immediate attention. Local government officers of every grade and class never owed more to N.A.L.G.O. than they do to-day.

With recent events so fresh in our memory, we dare not neglect our duty to ourselves and to one another, and I appeal to all local government officers to recognise their moral responsibilities and to support us in our work.

In the campaign for influencing a better appreciation of Local Government in which we have been engaged—quietly, but more effectively than we could possibly have imagined

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Association of Rating and Valuation Officers.

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries.

Sanitary Inspectors' Joint Examinations Board.

Institution of Municipal and County Engineers.

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twelve months ago—we have endeavoured to convey to the public the social and economic values of our system of local government, and we have had a splendid press. The articles written by men of eminence have commanded attention throughout the country, and undoubtedly have created an atmosphere which must ultimately mean a better appreciation of the work of persons engaged in local government. The Associations of Local Authorities might well be associated with us in this process

is studying the question of recruitment, training, qualifications, and promotion of local government officers. We are informed that the Committee's report will be issued about the end of next month, and we are looking forward in the hope that the report will make a very definite contribution towards establishing more uniform methods of recruitment and promotion for the service.

I am sure of one thing, that no scheme of recruitment and training will attract the right type of person into local government unless it has an adequate counterpart in more uniform and encouraging salary scales and service conditions. In the view of the National Executive Council, the surest way to build up a Local Government Charter of service conditions is through a number of Provincial Whitley Councils covering the whole country, each constituted of representatives of local authorities and their officers from well-defined areas with common interests, industrial or geographical. No doubt much will be said on the subject at this Conference, but it is obvious that there can be no hope of success by Whitleyism unless both sides firmly believe in its principles, and appreciate that the object to be attained is the greatest good for the greatest number, and that the decisions arrived at must be honourably accepted. It is quite as necessary to impress those points upon our own members as upon the local authorities.

Superannuation Anomalies

While referring to service conditions, I cannot refrain from expressing my disappointment that the Government has not found time to deal with the question of a national scheme of superannuation for local government officers. (Hear, hear.) The present position is full of anomalies, and the longer the matter is delayed the more difficulties are created. We propose to submit our own draft Bill to the Associations of Local Authorities, who, we know, are in favour of the principle, and if we can get agreement with these Associations upon the main outline of our scheme we may hope that the House of Commons will respect the united appeal of both sides.

I should like to make reference to several of our domestic activities, but time does not permit. I cannot, however, conclude without making the strongest possible appeal for continued and even greater support for the Benevolent and Orphan Fund. It is doing a great work, the extent of which is only limited by the amount of your contributions. It would be dreadful to contemplate having to withdraw our children from orphanages, or to deprive the growing number of aged and lonely dependents of our former colleagues of essential comforts. The margin between the income and expenditure of the fund is dangerously narrow, and I appeal to you with confidence for greater efforts during the coming year.

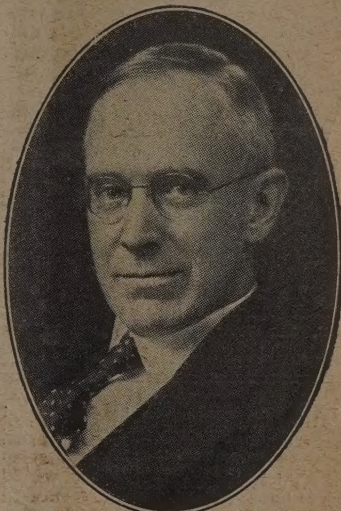
In conclusion, I desire to express my thanks to all my colleagues on the National Executive Council, to our excellent secretary, Mr. Hill, and his efficient staff, and to all who labour so willingly in the District Committees and local branches for their local co-operation and for their untiring devotion to our welfare. (Loud cheers.)

Tribute to Mr. Lord

MR J. F. PEARSON (Hampshire) moved that the best thanks of the conference be extended to the President for his address, and the vote was carried with enthusiasm. MR. LORD, in



SIR HENRY JACKSON, M.P.



MR. ISAAC FOOT, M.P.

of enlightenment, and the establishment of a Local Government Publicity Bureau would be to the advantage of all concerned.

In that part of the Report dealing with the education programme, you will find reference to the greater interest which the Universities are displaying in public administration.

While the Association continues its efforts to elevate the prestige value of local government administration it will not be possible for the critics of the service to do much harm.

Recruitment and Training

We were delighted to have the Minister of Health (Sir Hilton Young, M.P.) to open our summer school at Cambridge last year, and this year Sir Henry Hadow will open the school at University College, Oxford. As most of you know, Sir Henry has for some time been presiding over the departmental committee which

reply, said he regarded it as a great honour that the National Executive Council had entrusted him with the conduct of the proceedings this year. Out of all the honorary offices he had held in the local government service, he had never experienced so much satisfaction with any work he had done as with his work for N.A.L.G.O. That association had achieved excellent progress and excellent results. Recalling his work in connection with the passing of the Local Government and Other Officers' Superannuation Act, 1922, he said that if he had done anything for N.A.L.G.O. which had given the Association satisfaction, he had derived the greatest satisfaction from his work for the 1922 Act. (Loud cheers.)

The president then announced the names of the successful candidates in the poll for the National Executive Council for 1933-34. The detailed results are given on page 188 of this issue.



CONFERENCE REPORT



Dr. A. WOTHERSPOON,
Medical Officer of Health of Stoke-on-Trent, the new Senior Vice-President

Dr. A. Wotherspoon, who has been elected senior vice-president, is a native of Brampton, Cumberland, where he was born in 1890. He was educated at Durham School and later at Edinburgh University, where he obtained his M.B. degree. For five years he was in General Practice, and then he became Assistant Tuberculosis Officer at Newcastle-on-Tyne, having meantime obtained his Diploma in Public Health. From Newcastle he went to Stoke-on-Trent in 1921 as Assistant Tuberculosis Officer. Twelve months later he became Tuberculosis Officer, and then Deputy Medical Officer of Health. On the death of the Medical Officer of Health in 1926, he was appointed to that office. Dr. Wotherspoon is a son of the late Dr. Thomas Allan Wotherspoon, J.P., of Cumberland.

NEW OFFICERS

The National Executive Council submitted the names of the following for election as officers for the year 1933-34:—

President: C. G. Brown, LL.B., Town Clerk, Cardiff.

Vice-Presidents: A. Wotherspoon, M.B., Medical Officer of Health, Stoke-on-Trent; and G. W. Coster, M.B.E., Clerk to the West Derby Assessment Committee and Superintendent Registrar.

Trustees: S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton; W. H. Whinnerah, A.C.I.S., Secretary, Highways Department, Manchester; H. Begg, F.R.C.V.S., County Veterinary Inspector, Lanarkshire C.C.

Honorary Treasurer: W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

Honorary Solicitor for England: P. H. Harrold, Town Clerk, Hampstead.

Honorary Solicitor for Wales: D. J. Parry, M.A., B.Sc., Solicitor to the Glamorgan C.C.

Honorary Solicitor for Scotland: G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

THE PRESIDENT, in reply to a question, said that the National Executive Council had received recommendations from District Committees, and all recommendations had been considered.

The officers named above were declared duly elected for the ensuing year.

Messrs. Jackson, Pixley & Co., Chartered Accountants, of 58 Coleman Street, London, E.C.2, were appointed the Association's Auditors for the year 1933, at a fee of £262 10s.

FINANCIAL STATEMENT

MR. W. E. LLOYD, hon. treasurer, submitted his financial statement and balance sheet for the year ended December 31, 1932. Summarising the salient features of the report, the expenditure on the General Fund was £51,427 12s. 8d., as compared with £46,235 18s. 1d. in the previous year, being an increase of £5,191 14s. 7d. The income amounted to £52,803 6s. 10d., against £49,551 17s. 6d., an increase of £3,251 9s. 4d. Subscriptions showed an increase of £2,106 14s. 1d., and charges to various activities in respect of administration expenses an increase of £962 14s. 5d. The net cost of Administration, including office accommodation, showed an increase of £3,760 0s. 1d. The surplus for the year amounted to £1,375 14s. 2d., as compared with £3,315 19s. 5d. in the previous year. The accounts of the various activities of a special character showed an aggregate turnover of £6,646 13s. 11d. The income for the year in respect of the Croyde Bay Holiday Camp amounted to £9,886 18s. 7d., and the expenditure on revenue account, after charging Headquarters' administration expenses, interest on current account and depreciation, amounted to £9,746 8s. 3d., leaving a net surplus of £140 10s. 4d., as against £756 15s. 3d. in 1931. The accumulated surplus now amounts to £897 5s. 7d.

The interest on investments of the General Reserve Fund (less tax) amounted to £1,841 18s. 2d., as against £1,588 11s. 11d., last year, and the sum of £1,375 14s. 2d., the surplus for the year on the General Fund, was also transferred to the credit of this Fund. The total expenditure charged to the General Reserve Fund, including £1,549 14s. 7d. publicity expenses and £18,442 4s. 11d. expended on the purchase of additional offices, amounted to £20,019 9s. 6d., leaving an excess of expenditure over income for the year of £16,801 17s. 2d.; the fund was thus reduced from £59,758 18s. 11d. to £42,957 1s. 9d. at December 31, 1932.

The income of the Staff Superannuation Fund amounted to £3,112 0s. 8d., and the expenditure to £61 7s. 9d., leaving a balance of £3,050 12s. 11d. to be added to the accumulated fund at the commencement of the year of £11,326 0s. 9d., thus making £14,376 13s. 8d. at December 31, 1932.

The Balance Sheet at December 31, 1932, showed Investments (at cost) at £60,429 13s. 3d., and an excess of assets over liabilities of £92,143 14s. 5d.

The General Fund

In presenting the accounts, MR. LLOYD called attention to the total income from all activities, namely £369,118 7s. 2d., and to the accumulated surpluses and credit balances, £704,601 12s. 4d. Referring to the General Fund Revenue Account, showing surplus of £1,375 14s. 2d., he said they were getting perilously near the danger mark. Expenditure for the year had really exceeded the income, for if they turned to the General Reserve Fund it would be seen that certain exceptional expenditure had been charged to that fund. He mentioned this matter particularly to direct the attention of those members who were asking for a reduction of subscriptions. He called attention to the accounts in respect of the Croyde Bay Holiday Camp, which showed a surplus for the year of £140 10s. 4d., "subject to income tax liability, if any," and pointed out that the Association contended that they should pay tax on the same basis as a golf club paid tax, and action was being taken with the Income Tax authorities on the point. Dealing with the General Reserve Fund, Mr. Lloyd pointed out that they had spent £18,442 4s. 11d. on the purchase and alterations, etc., of 26 Abingdon Street. It had been thought that they would have been able to let off a fair proportion of the buildings, but owing to the wonderful growth of the Association, the whole of the premises at 26 Abingdon Street were necessary for the work of the Association, and, indeed, they would soon be requiring further office accommodation. The Insurance section

could congratulate itself on the very best report which had ever been before the Board of Management. Referring to the balance sheet of Logomia, Mr. Lloyd expressed the opinion that it was not desirable to have as many as twenty-five investments of less than £1,000 each. The figures relating to the activities of the Building Society, covering as they did a period of only four and a half months, were astounding. In the first nine months of its operations, the Society had not been a charge upon the General Funds of the Association, nor was it likely to be. At the end of the current year, December 31, they would have reason to congratulate themselves on the results of the work of the Building Society.

MR. F. J. WILLETT, Chairman of the National Executive Council, seconded.

Expenditure on Publicity

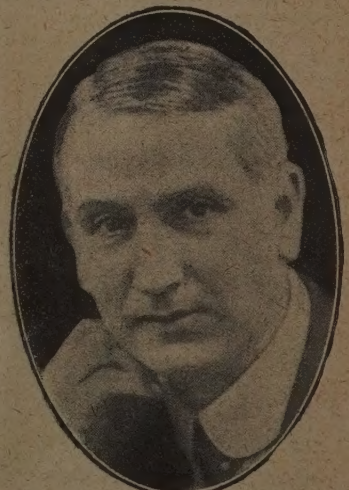
In reply to a question by Mr. A. Mellor (Walsall), MR. LLOYD said that the exceptional expenditure on publicity had had a wonderful effect in the country. It had not been a waste by any means. There was no reason why any extraordinary expenditure should not be taken from the Reserve Fund. If they had to meet that expenditure out of revenue they would be on the losing side.

MR. W. DRANSFIELD (Huddersfield) asked if all was well with N.A.L.G.O. finances. He drew attention to the expenditure on publicity—£1,549 14s. 7d.—and contended that this amount should have been taken from revenue and not from the General Reserve Fund. If that sum had been taken from revenue there would have been a deficiency in the accounts of the Association. He asked if this expenditure was going to recur annually. He would suggest to the National Executive Council that during the next few years they should adopt a "go slow" policy.

MR. LLOYD: The "go slow" policy has never met with any favour from me. We have too many "go-slowers" in our Association. I say, get on the right road, and when you are on the right road, go like h—! (laughter and cheers).

The accounts and balance sheet were unanimously adopted.

MR. W. H. DRAPER (Sanitary Inspectors' Association) proposed a hearty vote of thanks to the honorary treasurer for what he described as Mr. Lloyd's brilliant services to the Association. The vote was accorded with enthusiasm, and Mr. LLOYD, in reply, said that they would appreciate that, in connection with accounts of the dimensions presented that day, there were many trying moments in the life of a treasurer.



Mr. W. E. LLOYD, F.S.A.A.,
Borough Treasurer of Hampstead;
re-elected Hon. Treasurer

£40,000

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Monthly Contribution	Weekly Sick Pay
s. d.	£ s. d.
1 0	7 0
2 0	14 0
3 0	1 1 0
4 0	1 8 0
5 0	1 15 0
6 0	2 2 0
7 0	2 9 0
8 0	2 16 0
9 0	3 3 0

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CONFERENCE REPORT

NATIONAL EXECUTIVE COUNCIL'S REPORT

MR. F. J. WILLETT moved the reception of the report of the National Executive Council.

It will be recalled that at the Weston-Super-Mare Conference last year, Sir Arthur P. Johnson, on behalf of the National Executive Council, promised that the National Executive Committee would consider the principle contained in the following motion, notice of which had been given by the South Western District Committee: "That having regard to the extra expenditure incurred by branches covering large rural areas, the National Executive Council be asked to increase the percentage amount of subscription retainable by such branches from 35 per cent. to 40 per cent. and that Rule 9 be amended accordingly."

The National Executive Council reported that the number of county officers' branches at October 31, 1929—the end of the year immediately preceding the operation of the Local Government Act, 1929, and the amalgamation of N.A.L.G.O. and the National Poor Law Officers' Association, Incorporated—was 62 and the membership covered by those branches was 7,764. The amount of rebate retained, being 35 per cent. of the total amount collected in subscriptions, was £2,313 5s. 10d. At October 31, 1931, the number of county officers' branches was 67, an increase of 5; the number of members within these branches was 13,410, or 5,646 more than in 1929; and the amount of rebate retained was £3,575 9s. 4d., which is £1,262 3s. 6d. more than the amount for the corresponding period of 1929. The average amount of rebate per member for 1929 was 6s. and for 1931, 5s. 4d. If the rebate to these branches were increased to 40 per cent. of the total amount collected in subscriptions, there would be a further charge of £510 15s. 1d. on the general funds of the Association.

Organisation in Rural Areas

The Executive Council re-stated the policy on the question of the organisation of members in remote areas as set forth in the annual report submitted to the Weston-Super-Mare Conference, and pointed out that it seemed clear that the request for an increased rebate was not general. The Council had decided that the matter should be left to district committees to deal with so far as they are able, and that any claims on national funds should be made by district committees and dealt with under the provisions of Rule 17 (b).

The South Western District Committee had on the agenda a notice of motion to the effect that paragraph 14 of the Report of the N.E.C. be referred back for further consideration with a view to the payment of a special capitation grant to branches covering large rural areas, in order to meet the additional expenses incurred in respect of members whose work necessitates their residence at some distance from branch headquarters, such payments to be made only upon the recommendation of the District Committee.

MR. C. J. NEWMAN (South Western District Committee) withdrew the notice of motion in favour of the following notice of motion given by the Eastern District Committee: "That Rule 9 of the Association be amended as

follows: Delete the words 'The branch shall retain thirty-five per cent. of the total amount collected in subscriptions during each year' and substitute therefor the words 'The percentage of the total amount collected in subscriptions during each year to be retained by branches shall be as follows:

County branches .. 40 per cent. "
All other branches .. 35 per cent. "
An amendment submitted by the South



A GROUP AT THE CONFERENCE

From left to right—The Mayor and the Mayoress of Folkestone (Alderman and Mrs. J. W. Stainer); the new President, Mr. Cecil G. Brown, LL.B.; and the Ex-President, Mr. Sam Lord, F.I.M.T.A., F.S.A.A.

Western District Committee "To add after the words 'County Branches' in the motion the words 'when recommended by the District Committee of their area'" was accepted by the Eastern District Committee.

[Note.—Section (d) of Rule 9 at present reads as follows: "(d) The branch shall retain thirty-five per cent. of the total amount collected in subscriptions during each year."]

MR. E. F. BACON, in moving the Eastern District Committee's motion, said that the intention of the motion was to secure for county branches an additional five per cent. rebate. He contended that the course suggested by the National Executive Council to pass on the responsibility for the payment of the additional sum to the district committees would inevitably result in the reduction of the balances held by the district committees, if not, indeed, in the bankruptcy of the district committees' funds. He claimed that the question was a national question, and that the additional expenditure should be met from national funds. Citing the case of Norfolk, Mr. Bacon pointed out that the county was 67 miles across, and anyone who wished to be a member of N.A.L.G.O. could only do so by joining the Norfolk County Branch, with its headquarters at Norwich, in the middle of the county. Propaganda work necessarily involved considerable expense. The position in Norfolk was similar to that which obtained in many county branches, and it was desired that these branches should have further funds to enable them to engage in propaganda work. It was stated that the additional cost would be about £500; but surely that would be money well spent in bringing in additional members. If the conference desired a hundred per cent. membership it would not neglect the claims of officers in large rural areas who could only be reached as a result of further expenditure on propaganda.

MR. C. J. NEWMAN (South Western District



CONFERENCE REPORT

Committee) who seconded, said that in that district they had an actual N.A.L.G.O. membership of 3,423, and the potential membership was 9,000. How could they reasonably expect county branches to go out for new members when every new member represented a loss to the funds of the branch? They were junior officers with a small subscription, and by the time literature was sent and they were given representation on the committee, the cost of meeting the expense resulted in a definite loss to the branch. To him it was incredible that after the figures they had heard that morning, the N.E.C. should boggle at a sum of £500 when it meant increasing the membership of the Association. He would not like to think that their great association was becoming over-commercialised. It would be a great pity if their success were to result in losing something of the soul and spirit of N.A.L.G.O.

Views of County Representatives

MR. J. E. GEE (Lancashire C.O.), speaking as chairman of a meeting of representatives of County branches, held in Folkestone the previous day, said that fifty to sixty representatives were present at that meeting, and this question was under discussion. It was the general opinion of that meeting that the county branches were finding it difficult to perform their duty to the extent they would like. Among the larger county branches, it was felt, there was a great field for further work, particularly among officers transferred from the former Boards of Guardians. The county branches had not the money they required to carry out propaganda in their very large areas. In Lancashire, representatives had to travel forty to fifty miles each way in some cases to attend meetings. Visitation of sub-branches involved further expense.

MR. STONE (Worcestershire) supported the proposal. MR. J. E. SHAW (Ayrshire) said that the proposal was necessary in the Scottish counties, in some of which it takes more than a day to travel to outlying districts.

Propaganda by District Committees

MR. F. J. WILLETT, for the National Executive Council, said that the Council did not oppose the motion, but would leave it to the free vote of conference. He submitted that propaganda work should be the primary duty of the district committees. Certain district committees had spent a considerable amount on propaganda work, but others had not. The district committees had balances in hand, and it was not desirable that they should hoard balances, but they should remember that the money was to be devoted to the work of extending the association. The National Executive Council had given the suggested basis for the organisation of county branches, and they had not heard that that system of organisation had failed. It was the duty of the district committees to go to the National Executive Council if they

required money for organising purposes.

The motion was carried.

The Surrey County Officers' Branch had given notice of the following motion:—

"That in view of the changes in local government, consequent upon the 1929 Act, the National Executive Council be requested to appoint a Committee to consider and report upon the best type of organisation for county staffs." The motion was referred for consideration to one of the standing committees.

Salaries and Grading

On the section of the annual report of the National Executive Council relating to salaries and grading schemes, a notice of motion submitted by the Plymouth Branch occasioned considerable discussion. A paragraph in the annual report presented to the Weston-Super-Mare Conference last year on the question of salaries and grading schemes had been referred back, and reporting on this reference the National Executive Council pointed out that it was doubtful whether any proposal designed to provide for the participation of Government departments in collective bargaining or in agreements relating to the pay and conditions of local government officers would prove acceptable to the local authorities or their associations whose assistance and co-operation is an essential to joint consideration with N.A.L.G.O. on such matters.

There was no doubt that Government departments would decline to support three-party machinery, partly because they had no desire to extend their sphere of influence over local government officers, and partly to retain their present freedom from responsibilities in such

matters. The National Executive Council expressed the opinion that the best avenue of progress along the lines which the reference contemplated was by means of a joint council or councils on Whitley lines—in other words, agreements arrived at by means of collective bargaining through a joint meeting of representatives of employing authorities and the Association would be the best inducement to Ministerial co-operation. It would likewise be desirable that a national council should be charged with the duty of fostering the establishment and operation of a complete system of provincial councils and local joint committees.

National Standards Proposal

The notice of motion given by the Plymouth Branch was in the following terms: "That the National Executive Council be instructed to approach the Government with a view to the establishment of national standards of rates of remuneration and conditions of service for the employees of local authorities similar to those prevailing in our national Civil Service."

MR. P. H. COLE, chairman of the Plymouth Branch, in submitting the motion, said that in the circular recently issued by the Ministry of Health with regard to economy reductions, the position had been reached that the Government, through the Ray Committee, had said that administrative costs should be reduced. The best way, it was suggested, was to seek the co-operation of the officers themselves. He (Mr. Cole) contended that the officers should expect some *quid pro quo*. He urged that the Association should go to the Government and frankly ask for some standard of conditions of service. The first condition, he suggested, was that superannuation should be made compulsory.

At the Weston-Super-Mare conference, Whitleyism was a rank outsider, and he invited the National Executive Council to state why Whitleyism had now become first favourite. His branch felt that the time had arrived when the National Executive Council should meet boldly the attack which was about to be made on local government service conditions. The matter of service conditions should be dealt with through the Government. In Plymouth they had no local grievances. The relationship between N.A.L.G.O. and the Plymouth City Council was all that could be desired. The membership of the Association included a tremendous proportion of lowly-paid officers, and something should be done to withstand the attack on these members.

Difference in Salaries

MR. J. A. FRASER (Dumbartonshire), who seconded, recalled the history of this matter since 1923, when the Dumbartonshire Branch put forward a resolution on the subject. The stage had now been reached, he said, when the Association must face this question of salary scales. He was of opinion that there should



MR. L. HILL, General Secretary

CONFERENCE REPORT

not be the differences between the salaries of officers in one part of the country as compared with those in another part. If they were ever going to place the Local Government Service in the privileged position occupied by the National Civil Service, they must make a move in the direction indicated by the resolution. Did they imagine that they would ever get salary scales merely by negotiating with their local councils? Would it not be a more dignified thing to go to the Council and say: "Here is our recognised minimum scale"?

Work for the "Bottom Dog."

MR. J. W. WILKINSON (Southport), for the National Executive Council, opposed the motion. It had been said that nothing had been done for the "bottom dog." He (Mr. Wilkinson) claimed that the Association had done a good deal for the "bottom dog." When the Association was started the "bottom dog" had been so far at the bottom that it had taken a considerable time to raise him to the standard which he had to-day. If this motion was carried, there would be no particular object in pursuing the question of Whitley Councils, because the motion cut directly across Whitleyism. If the motion was carried, did anyone believe that the Government would be prepared to consider seriously the question of formulating a scale of salaries for local government officers? In his view the idea was ridiculous. In the opinion of the National Executive Council the method of approach to this vexed question was through Whitley Councils.

MR. R. H. HEWITT (Salford) said that if the National Executive Council considered that it was fair to have a scale of salaries similar to that in the Civil Service, why could they not ask for it now? It was no use waiting for the Government to give them something. The Association should press for a national scale in fairness to the large and the small towns. The work performed by officers was the same in the various authorities.

MR. H. N. SMAWFIELD (Oldham), supporting the Plymouth motion, declared that Whitleyism had been no use in his area. Forty per cent of the senior male clerks—some with twenty-five and thirty years' service—were in receipt of a wage of 64s. 4d. That was the position in which they were to-day with Whitleyism. "How is it going to serve you?" Mr. Smaufield asked. "You have the remedy in your

DR. A. WOTHERSPOON (Stoke-on-Trent) said that if the proposal were adopted by the Government and local authorities had to carry it out, local authorities would have to pay increased salaries to all their officers (Cries of "No" and "Why not?"). Did they imagine that any Government was going to ask local authorities to do that at a time like the present when they could not get on with building and development schemes? He thought that if officers were in touch with local authorities through committees it would be better than forcing the authorities in the way suggested. Did they think it would help them as regards service conditions, if local authorities were forced to pay higher salaries?

MR. A. A. GARRARD (East Ham) said that no one wished conditions imposed by Governments which changed from time to time. The best method was consultation between the officers and the authority.

MR. W. A. SHEE (Kent County) argued that the Plymouth proposal was wholly impracticable. When dealing with a good authority it was no use pointing the pistol at their head. Conciliatory methods must be adopted. If there was a national scale of salaries, with everyone in every office receiving the same salary, individuality in the staff would be killed.

MR. W. W. ARMITAGE (Sheffield), for the National Executive Council, said that if they examined the work of N.A.L.G.O. they would be ashamed that they had ever uttered the word "despair." The Minister of Health had stated that it was not within his purview to interfere with salaries and service conditions of local government officers. How could the Minister possibly have knowledge of the varied conditions which apply in the Local Government Service throughout the country?

It was moved that the question be put, and this was agreed to. On a vote, the Plymouth resolution was defeated.

Superannuation Developments

Conference then turned attention to questions relating to superannuation. At the Weston-super-Mare Conference, it will be recalled, the National Executive Council was requested to take every possible step with a view to obtaining amendments to the Superannuation Acts, so that superannuation allowances and contributions should be calculated on the gross salary and not on the salary as temporarily reduced on the ground of national economy. A report by the National Executive

Council detailed the steps that had been taken with a view to giving effect to the resolution, including the promotion of a private member's Bill on the subject, introduced in the House of Commons by Sir Henry Jackson, M.P. On January 6, 1933, the Minister of Health informed the Association that he regretted that it would not be practicable to introduce a Bill so widely drawn as had been suggested. It was understood, however, the Minister added, that in a number of areas the reductions of salary, etc., had been effected in pursuance of an agreement made between the local authority and their officers which extended to an undertaking that superannuation allowances and contributions should not be affected by the

reductions. It was further understood that superannuation contributions had been made, and superannuation allowances paid, in accordance with the terms of those agreements. Agreements of this kind had no statutory authority, and the Minister requested the observations of the Association upon the proposal that legislation should be introduced to



MR. G. W. COSTER, M.B.E.,
Clerk to the West Derby Assessment
Committee, the new Junior Vice-
President

MR. G. W. Coster, M.B.E., the new junior vice-president, is the Clerk to the Assessment Committee and Superintendent Registrar, West Derby (Liverpool). Born in 1870, he was in 1884 appointed assistant clerk to the Axbridge Union. Since that time he has held the following appointments: 1885, assistant clerk, Wells Union; 1888, assistant clerk, Kettering Union; 1891, chief clerk, Prescott Union; 1902, clerk to the Dudley Guardians and Assessment Committee; 1911, clerk to the Liverpool Select Vestry; 1922, clerk to the West Derby Union and Assessment Committee and superintendent of the West Derby Registration District. In his long connection with various associations he has held office as vice-president of the Association of Poor-Law Unions; vice-president of the Union and Rural District Clerks' Association, now the Local Government Clerks' Association, of which he was elected president to succeed the late Mr. J. A. Battersby; president of the National Poor-Law Officers' Association; vice-president, National Poor-Law Officers' Approved Society; a member of the Board of Management of the Local Government Officers' Mutual Guarantee Association, now Logonia; a member of the Central Valuation Committee, and a member of the Railway Sub-committee of that body. He is chairman of the Transferred Officers' Committee of N.A.L.G.O.

validate the continuance of such agreements, including the arrangements made as to superannuation, for a limited period.

The National Executive Council informed the Minister that the Association was prepared to accept a Bill on the lines suggested by the department, provided that the scope of the Bill was extended to embrace not only officers who had been making superannuation contributions, but also officers who had not been contributing for superannuation under the Local Government and Other Officers' Superannuation Act, 1922, because at the date when their posts were designated as established posts for the purposes of the Act they had attained the age of fifty-five or more. Representations were also made to the Ministry of Health to the effect that the scope of the Bill should be extended to cover the cases of all officers whose salaries have been reduced on account of national economic conditions where at the time the reduction was put into operation there was an understanding that the superannuation allowances of the officers concerned should not be affected by such reduction, even though superannuation contributions have been calculated on the salary actually received instead of on the normal salary without taking into account the economy reduction.

MR. P. H. HAROLD, hon. solicitor for England, informed the Conference that the Bill had now been published. It did not go the whole way, he said. It was not adoptive; it would apply to all local authorities and officers with regard to whom an understanding had



MR. S. LORD,
as President, depositing a wreath on the Folkestone War Memorial

own hands in the Plymouth motion. You may talk about your various activities, but N.A.L.G.O. must rise or fall on the bread-and-butter policy."

A delegate suggested that N.A.L.G.O. in conjunction with the National Union of Teachers and the Civil Service Associations, should approach the Government on the subject.

CONFERENCE REPORT



MR. F. J. WILLETT (Salford),
elected chairman of the National
Executive Council

been reached that deductions from salaries should not affect the amount of any superannuation allowance. All these authorities were within the scope of the Bill.

Compulsory Superannuation Measure

It will be recalled that at the Annual Conference last year a resolution calling for a general superannuation bill was adopted. The National Executive Council, after referring to their representations to the Government, stated that they would take all possible steps to ensure that a private member's Bill dealing with the subject would be introduced at the first opportunity.

Resolutions on the subject were on the agenda from the South Wales and Monmouthshire District Committee, Gwent Branch, South Western District Committee, West Cornwall Branch, and Dover Branch. It was decided to take the motion by the South Wales and Monmouthshire District Committee and the Gwent Branch, which was in the following terms: "That this Conference, whilst recording its appreciation of the sustained effort of the National Executive Council in pressing the claim for a compulsory Superannuation Act, views with increasing anxiety the continued delay in establishing such an enactment and appeals to H.M. Government to adopt as a Government measure a Bill to ensure superannuation for all local government employees and to devote the necessary time during the present session to its passage into law, particularly having regard to the anomalies in this respect created under the operation of the Local Government Act, 1929. That the gist of this resolution be conveyed accordingly to H.M. Government."

Mr. T. DAVIES (Gwent), in moving the resolution, said that this was the sixteenth annual conference which he had attended, and at practically every one the question of superannuation had been considered. It was recognised that the National Executive Council had done magnificent work in connection with the superannuation question, but there were still a large number of officers without superannuation. There was consequently great dissatisfaction in the service, not only among the younger officers, but also among the older officers. Officers in the service of authorities who had no superannuation scheme were practically debarred from applying for posts with authorities who had superannuation schemes because

they could not take a transfer value with them.

MR. J. J. BUTTERFIELD (North-Western District Committee) seconded, and the resolution was unanimously adopted.

Compulsory Retirement

MR. F. R. MANN, on behalf of the West Riding County Officers' Branch, submitted a notice of motion requesting the National Executive Council to explore the possibility of securing amending legislation to the Local Government and Other Officers' Superannuation Act, 1922, so as to provide that any officer who is compulsorily retired at an age less than sixty-five years on the grounds of national economy or by the operation of the Ray Report shall be entitled to have non-contributory service calculated in sixtieths for the purpose of allowance under the Act. MR. N. M. WOODCOCK (West Riding) seconded.

For the East Midland District Committee, MR. H. JOYCE (Lincoln) moved an amendment deleting the words "have non-contributory service calculated in sixtieths for the purpose of" and substituting the following words, "a superannuation."

The East Midland amendment was defeated and the West Riding resolution was carried.

A notice of motion was in the name of the Gateshead Branch as follows: "That in any scheme formulated for amending the Local Government and Other Officers' Superannuation Act, 1922, provision should be made to make it possible for women to retire five years earlier than in the case of men."

An amendment to this was submitted by the Tottenham Branch: "That in any scheme formulated for amending the Local Government and Other Officers' Superannuation Act, 1922, provision should be made to make it possible for the optional retirement of men at sixty years of age not having completed forty years' service and for women to retire five years earlier than in the case of men."

The Gateshead delegate asked leave to withdraw in favour of Tottenham, which was allowed.

It was pointed out that both points were practically covered in the report.

MR. A. SHILLITO (Tottenham) said it appeared that the paragraph was hardly worth discussing. They considered that this amendment came into line with the desires of all superannuation schemes by permitting an officer to leave the service at a time when he had a few years left which he could enjoy. It also left room for the younger members to reap the rewards they had been striving for.

The Tottenham motion was approved.

Superannuation for Members

The following was on the agenda in the name of the North-Western District Committee: "That the National Executive Council be requested to explore every avenue with the object of drawing up a superannuation scheme for N.A.L.G.O. members employed by authorities who have not adopted superannuation."

MR. BUTTERFIELD (North-Western District Committee) said he did not wish the Conference to think that this was the same question of superannuation that had been debated. Complaints had been received concerning some authorities that had adopted no superannuation at all, and the Conference had at times been worried by these continued complaints. Those who were already provided for should extend sympathy to those who had been searching in vain for years to obtain superannuation. By this move he hoped that the National Executive Council might find the means to bring up a superannuation scheme for submission to retrograde authorities.

MR. L. H. TAYLOR (North-Western District Committee) seconded.

MR. P. H. HARROLD (hon. solicitor for England): "This means that N.A.L.G.O. shall draw up a scheme for officers not dealt with by their own authorities. That will

require an actuarial report at great expense, and a long period of time must elapse before anything can be done. On the other hand, the matter is already overlaid by resolutions passed at different times. You have already accepted the report of the National Executive Council to the effect that, notwithstanding the fact that we are asking the Minister to promote a general Bill, we are also endeavouring to promote a private Bill. I think it is impossible to finance the scheme on the basis that has been put forward."

The proposal was defeated.

Pensions for Widows

On behalf of the North-Western District, MR. BUTTERFIELD moved: "That the National Executive Council be instructed to obtain an actuarial report of the cost of providing pensions to widows of local government officers at a rate equal to one-third of the superannuation allowance which the officer would be entitled to at the date of his death—such report to cover:

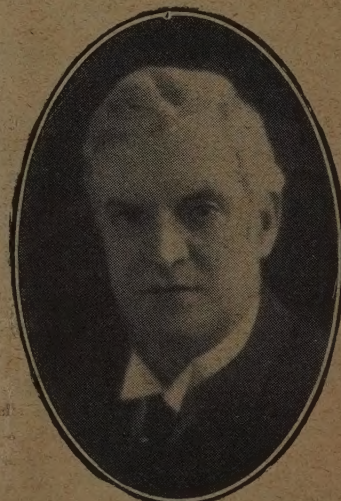
(a) cases of officers dying prior to retirement, and

(b) cases of officers dying after retirement, and the report to include such conditions as may be necessary to ensure as low a cost as possible; and that after consideration of the actuarial report the National Executive Council be instructed to obtain the opinions of branches on the question."

The following amendment tabled by the Hampton District Branch was withdrawn: "That notice of motion given by the North-Western District Committee be amended to include the words 'or dependents' after the word 'widows' appearing in the second line of the motion given in the Agenda."

MR. BUTTERFIELD said he was confident that every delegate to the Conference had a certain amount of anxiety in the direction of his dependents. He wondered whether this provision could be included in the new Bill. All that was asked was that the National Executive Council should give the matter their consideration and to put into operation the machinery necessary to obtain figures in order to obtain some consideration for those left behind by the officers who fell by the way in the discharge of their duties.

MR. HARROLD, on behalf of the National Executive Council, expressed sympathy with the subject matter of the proposal. It was, he said, their earnest desire to obtain legislation to provide pensions for widows and dependents, but he submitted that this particular resolution was not a practicable step at the present time.



MR. W. W. ARMITAGE (Sheffield),
elected vice-chairman of the National
Executive Council

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SALARY CUTS AND SUPERANNUATION

WHAT THE MINISTRY OF HEALTH'S BILL MEANS

By the Legal Secretary

FROM certain communications which have been received at N.A.L.G.O.'s Headquarters since the Folkestone Conference there would appear to be some misunderstanding as to what the Superannuation Bill introduced by the Minister of Health in the House of Commons on June 1, 1933, relates to. Headquarters have been asked whether this Bill is the much-desired one to establish a general superannuation scheme on a compulsory basis for officers of all local authorities. The answer, unfortunately, must be in the negative.

The Bill recently introduced by the Minister of Health merely makes provision for the economy cuts in salary to be disregarded for superannuation purposes where at the time the cut was put into operation there was an understanding that it should not affect the amount of any superannuation allowance to become payable in the future. The misunderstanding may be due to the fact that Sir Henry Jackson, M.P., at the Folkestone Conference last Whit Monday, referred to the Bill as a *compulsory* measure, as indeed it is.

A Compulsory Measure

The Bill, designed to preserve the superannuation rights of officers whose salaries have been temporarily reduced on account of national economy, introduced by Sir Henry Jackson last year, which did not make any progress owing to opposition by a small group of Members of Parliament, was an adoptive measure, whereas the Bill introduced by the Minister of Health on June 1 is a compulsory one.

The new Bill does not go quite so far as the Association would like, in that it only covers cases where the reduction of salary was made upon the understanding that it should not affect the amount of any superannuation allowance to become payable in the future. Probably it will be found that most of the economy cuts in salary were made on that understanding, but there may be cases where there will be difficulty in showing that there was an understanding of this nature. Unfortunately, the Minister of Health found it impracticable, owing to the opposition of certain other Government Departments, to introduce a Bill which would apply to all local government officers whose salaries have been reduced on account of the national financial situation, irrespective of whether there was an understanding that the reduction should not affect superannuation. After carefully considering the whole position, the National Executive Council, as reported at the Folkestone Conference, in January last informed the Ministry that the Asso-

ciation was prepared to accept the proposed new Bill.

Actually, on issue, the Bill was found to be far better than was anticipated from the draft Headings for the Bill originally issued by the Ministry. Having regard to the great difficulties which the Minister had to overcome, the members of the Association have every reason to be grateful to him for the manner in which he has endeavoured to meet the points put forward on their behalf.

The Main Provisions

The main provisions of the Bill are as follows:—

By Sub-clause (1) of Clause 1 it is provided that when, in computing the amount of any superannuation contribution, transfer value, sum in lieu of transfer value, or superannuation allowance, account has to be taken of the person's remuneration in respect of any period within the five years commencing on October 1, 1931, then, if his remuneration has been affected by any such reduction as is directed in the next succeeding sub-section to be disregarded, his remuneration in respect of the period in question shall be taken to be remuneration which would have been payable to him if that reduction had not been made.

Sub-clause (2) provides that a reduction shall, for the purposes of any such computation as is mentioned in the preceding sub-section, be disregarded if it

- (i) was made, whether with or without the consent of the person concerned, on account of national economic conditions; and
- (ii) first took effect between September 30, 1931, and April 1, 1932; and
- (iii) was made upon the understanding that it should not affect the amount of any superannuation allowance to become payable in the future.

The Ministry of Health have been asked by the Association to agree to the amendment of this sub-section by substituting September 11, 1931, for September 30, 1931, and October 1, 1933, for April 1, 1932.

By sub-clause (3) it is provided that the Act shall apply to any enactment by or under which provision is made for the granting of superannuation allowances out of a rate fund or other fund of a local authority, or a fund to which a local authority contributes, to any of the following persons, namely:—

- (a) Officers or servants of any local authority;
- (b) Officers or servants of undertakers admitted to participate with officers or servants of a local authority in the benefits of a superannuation scheme;

- (c) Public officers not being officers of a local authority.

Clause 2 makes the Act retrospective and prescribes the consequential adjustments. It provides for both officers and employing authorities to pay to the superannuation fund the difference between the contributions actually paid since October 1, 1931, and what would have been paid if the reduction of remuneration on account of national economy had not been made. It further provides for superannuation allowances, transfer values, and sums in lieu of transfer value, which have been calculated on the reduced remuneration, to be made up to what would have been paid had there been no reduction of remuneration on account of national economy.

Clause 3 provides that if any question arises as to whether any reduction in remuneration is such a reduction as is mentioned in Sub-section (2) of Section 1, or as to whether any payment or adjustment ought to be made under Section 2, that question shall, if all persons and authorities concerned so agree, be determined by the Minister, and, in default of such agreement, shall be referred for decision to an arbitrator to be appointed by the Minister on the application of any person or authority concerned. The Association is asking for an amendment to provide that any question arising under the Act shall be determined by the Minister only, and not referred to arbitration.

Clause 6 applies the Act to Scotland.

The Bill, which received a Second Reading in the House of Commons on June 20 and was then referred to a Committee of the whole House, is likely to be passed within the next few weeks.

Association's Draft Bill

With regard to the larger and much more important question of compulsory superannuation for officers of all local authorities, a Bill with this object is being drafted by N.A.L.G.O.'s Parliamentary Agent, and will be submitted to the several Associations of Local Government Authorities with a view to securing their support for the Bill.

Congratulations are extended to Mr. J. A. Crompton, M.A., LL.B. (Cantab.), on his appointment as Town Clerk and Clerk of the Peace of Winchester. Educated at Clifton College, and Corpus Christi, Cambridge, Mr. Crompton was articled to the former Town Clerk of Bristol, Mr. Edmund J. Taylor, and then went into private practice at Taunton for a matter of a year, but in 1924 he returned to Bristol as Assistant Solicitor, and four years later to Reading as Deputy Town Clerk, where he remained until 1930. In that year he was appointed Deputy Town Clerk of Greenwich. He has taken a very keen interest in the affairs of the Greenwich Branch of N.A.L.G.O.

CONFERENCE ASIDES

By APPIUS CLAUDIUS

I LEFT the Conference with a feeling of disappointment. Not that there was lacking the customary keenness for debate, the cry of "Vote," the "Aye" and the "No," with, this time, the addition of "Mike," but there was an atmosphere of restlessness frequently observable. Possibly the heat was mainly responsible, and for those whose lot was cast in the refreshment corner there was every excuse. It was well-nigh impossible to concentrate on the programme amid the clatter of pots and glasses and the consumption of that delectable insipidity—ice cream. These things ought not to be in a conference hall.

"Go Slow" Conference

It is possible the 1933 Conference will go down in history as the "Go Slow" Conference. Possibly "Go Back" would be as appropriate, for it is evident that Conference is assuming a rather disastrous Aunt Sallie attitude which must be disturbing to the Executive. Each year, recently, resolutions have been passed only to be rescinded the following year. From the back of the hall the Aunt Sallie idea could be appreciated to the full. On the platform sat the N.E.C. waiting to be shied at, and as each silver-tongued orator bowled over a cocoa-nut, only, of course, to find it empty, what a roar of delight went up! And some had more than three shies for their penny.

Sectional Interests

It is no part of the purpose of these "asides" to defend or attack what I heard described as "the Negative Committee." But is there not a tendency—natural enough, perhaps—for delegate speakers to be so carried away with their sectional interest as to overlook what the Executive must ever bear in mind, the effect of a decision on the whole service? Sectionalisation would ruin N.A.L.G.O.

"Which peril, Heaven forefend."

At least, let us hope the rank and file will not become too frank and riled or that any one arm of the N.A.L.G.O. octopus will serve its own needs to the detriment of the body politic. To the N.E.C. is now allotted the task of evolving order out of the maelstrom of "lost," "carried," and "withdrawn." Was Mr. Foot prophetic when he quoted:

"Enough if something from (their) hand have power
to serve the future hour?"

The Leisure Hours

It was the hottest Conference in memory. We perspired our way through the programme—everyone went away lighter than he arrived. The golfers perspired their way round eighteen holes encouraged by the lure of the nineteenth. We were reminded that it is not necessary to eat the whole of an egg to find it bad. Might not a certain member of the N.E.C. have applied this to his visit to the bunkers at the fourth hole? Who was the delegate from somewhere near Stockport who almost wept at the sight of the huge white bunker on the hill facing the club-house? It made him feel so Disley.

"Right Thing in the End"

The time was so fully occupied, many delegates had no chance to learn what the very far from wild waves were saying, but I observed several (usually paired) studying moon-ray effects on the waters from the balcony of the Leas Cliff Hall o' dance nights: a situation which lent itself likewise to a little Romeing and Julietting.

This happy recollection has made me feel better. I am still confident the good sense of Conference will prevail and that N.A.L.G.O. will long continue as the officials' deodorant, making more delectable the highways and by-ways of municipal life. If not, then let some new Dogberry arise and condemn us to "everlasting redemption."

Probably the Hon. Treasurer would put it another way: "We always do the right thing in the end."

THE SAYINGS OF DR. JOHNSON



No. 2.

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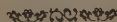
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NATIONAL EXECUTIVE COUNCIL

Result of the Poll

As a result of the ballot in the districts the following have been elected to serve upon the National Executive Council for 1933-34.

Metropolitan District		
F. R. Finch	Deputy Director of Education, Willesden U.D.C.	4,762
J. T. Baker	Rate Collector, Lambeth M.B.	3,560
W. G. Auger	Sanitary Inspector, St. Pancras, M.B.	2,911
A. Pinches	Chief Clerk, Electricity Collection Dept., Croydon C.B.	2,516
North Western and North Wales District		
F. J. Willett	Chief Clerk, Higher Education Department, Salford, C.B.	9,721
W. H. Whinnerah	Secretary, Highways Department, Manchester C.B.	9,197
J. W. Wilkinson	Deputy Town Clerk, Southport C.B.	8,906
T. Freeman	Chief Accountant, Treasurer's Dept., Manchester C.B.	6,749
J. E. Gee	Principal Clerk, Public Health Department and Inspector, Shops Act, Lancashire C.C.	6,441
J. W. Singleton	Borough Librarian, Accrington B.	6,081
North Eastern District		
V. Grainger	Senior Grade Clerk, City Treasurer's Department, Newcastle-upon-Tyne, C.B.	1,699
Yorkshire District		
W. W. Armitage	Head, Plumbing Dept., Sheffield C.B.	4,775
A. G. Bolton	Chief Accountancy Asst. Treasurer's Dept., Harrogate B.	3,408
H. Allen	Senior Clerk, Treasurer's Dept., West Riding C.C.	2,944
East Midland District		
J. Chaston	Clerk to the Council, Kettering U.D.C.	1,429
West Midland District		
A. Wotherspoon	Medical Officer of Health, Stoke-on-Trent C.B.	Returned Unopposed
G. A. Stone	Local Taxation Officer, Worcester-shire C.C.	
Eastern District		
E. H. Scarlett	Committee Clerk, Norwich C.B.	652
South Eastern District		
A. Webb	Reference Librarian, Brighton C.B.	1,337
Southern District		
D. L. Griffiths	Town Clerk, Aldershot B.	1,347
South Western District		
M. O. McAuliffe	Assistant Director of Education, Bristol C.B.	1,408
South Wales and Monmouth District		
G. Llewellyn	Chief Clerk, Accountant's Dept. Monmouthshire C.C.	Returned Unopposed
Scottish District—Glasgow Area		
A. G. M. Archibald	Chemist, Chemist's Dept., Glasgow B.	Returned Unopposed
Scottish District—East and North Area		
A. M. Imrie	Inspector of Weights and Measures, Dundee B.	Returned Unopposed
Scottish District—South and West Area, etc.		
H. Begg	County Veterinary Inspector, Lanarkshire C.C.	609
Representative of the Women Members		
Mrs. G. Franks	Head, Maternity and Child Welfare Department, Sheffield C.B.	30,313

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries from Headquarters:—

MAY 22

Circular No. 41/Log/1933. (To local correspondents for Logomia.)

(a) Enclosing copy of new Life Assurance booklet and setting out requisition form for giving number of copies required for distribution among members.

(b) Stating that a complete set of Life Assurance Premium tables is being forwarded at an early date.

MAY 24

Circular No. 42/B.O./1933.

Reminding branches, which have not already sent in their Purse envelopes, of the last date for the receipt of them at Headquarters.

Circular No. 43/Gen./1933.

(a) Enclosing copy of an article prepared by Mr. T. S. Simey and stating that further copies are available.

(b) Enclosing summary of grants paid by local authorities to officers who pass examinations appropriate to their departments.

Circular No. 44/Log/1933.

Regarding Motor Car Insurance.

MAY 25

Circular No. 45/1933.

Regarding a scheme inaugurated by the British Spas Federation for bringing Spa treatment within the range of Friendly Societies.

Circular No. 46/Cayton Bay Camp/1933.

Giving particulars relating to the opening of Cayton Bay Holiday Camp on July 1.

JUNE 8

Circular No. 47/A.S./1933. (To local correspondents, N.A.L.G.O. Approved Society.)

(a) Enclosing insurance cards for the 2/33 period together with notices of the Annual General Meeting; a copy of which to be handed to every member of the Society at least seven days before the meeting.

(b) Enclosing copies of the Annual Report of the Committee of Management and stating that further copies are available.

(c) Requesting return of stamped cards for 1/33 period to Headquarters as soon as possible.

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IMMEDIATE PAST PRESIDENT:

S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton.

VICE-PRESIDENTS:

Dr. A. Wotherspoon, Medical Officer of Health, Stoke-on-Trent.

G. W. Coster, M.B.E., Clerk to the West Derby Assessment Committee and Superintendent Registrar, Liverpool.

HONORARY TREASURER:

W. E. Lloyd, F.S.A.A., Borough Treasurer, Hampstead.

HONORARY SOLICITORS:

England—P. H. Harrold, Town Clerk, Hampstead.

Wales—D. J. Parry, Solicitor to the Glamorgan C.C.

Scotland—G. S. Fraser, M.A., B.L., Town Clerk, Aberdeen.

TRUSTEES:

H. Begg, F.R.C.V.S., County Veterinary Inspector, Lanarkshire C.C.

S. Lord, F.I.M.T.A., F.S.A.A., Borough Treasurer, Acton.

W. H. Whinnerah, A.C.I.S., Secretary, Paving, Sewering and Highways Department, Manchester.

GENERAL SECRETARY: L. Hill.

LEGAL SECRETARY AND INSURANCE SECRETARY: J. Simonds, M.A., Barrister-at-Law.

ACCOUNTANT: H. G. Baker.

ORGANISING SECRETARY: W. P. Fox.

EDUCATION SECRETARY: T. Harvatt, B.A., Barrister-at-Law.

SPECIAL ACTIVITIES, DEPARTMENTAL SECRETARY: H. Wright.

DIVISIONAL SECRETARIES:

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London County Council Branch—T. M. Kershaw, 24 Abingdon Street, Westminster, S.W.1. Telephone: Victoria 8592.

North Western and North Wales District—Haden Corser, 22 Booth Street, Manchester. Telephone: Central 5257.

North Eastern and Yorkshire Districts—J. B. Swinden, 12 East Parade, Leeds. Telephone: Leeds 24861.

East Midlands, West Midlands and South Wales Districts—J. E. N. Davis, York House, Great Charles Street, Birmingham. Telephone: Central 1836.

South-Eastern, Southern and South-Western Districts—F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 480.

Scottish—J. M. Mortimer, 135 Wellington Street, Glasgow. Telephone: Douglas 404.

NATIONAL EXECUTIVE COUNCIL MEETING

Owing to the unfortunate death of Sir Tom Percival, it was necessary for the Council to nominate another vice-president, and a meeting was held for this purpose on Friday, June 2. The Council unanimously decided to put forward the name of Mr. G. W. Coster, Clerk to the West Derby Assessment Committee and Superintendent Registrar, for confirmation by conference.

In accordance with custom a meeting of the newly elected National Executive Council took place shortly after the conclusion of the Conference on Whit-Monday. Mr. F. J. Willett was appointed chairman and Mr. W. W. Armitage vice-chairman of the council for the ensuing year.

It was reported that under the terms of Rule 51 (2) the Urban and Rural District Councils class of authority was entitled to another representative on the council. Mr. A. Denton Ogden qualified under the rule and was appointed on the council.

Members were allocated to the several committees and it was arranged to hold future meetings in London on July 22 and October 21, 1933, and January 29 and March 17, 1934.

Local Government Service

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FOLKESTONE DECISIONS

IT is from the wider standpoint of the future of the local government administration that the proceedings at the Folkestone conference should mainly be considered. Apart from the matters concerning the purely domestic side of the Association's activities, there was probably no phase of the deliberations which did not have as important an influence upon the question of efficient administration as upon the interests of the personnel of the service. Clearly, the further advancement of the administration is in a substantial measure dependent upon the satisfactory settlement of such service problems as salaries and superannuation and the efficient regulation of conditions of employment. Hence it is that the policy of N.A.L.G.O. is directed as much towards the progress of the local government régime as it is to safeguarding and improving the status and service conditions of the 70,000 members for whom it speaks. In an organisation of such dimensions it is almost inevitable that a diversity of opinion should manifest itself on the methods of attaining the common objective upon which there can be nothing but unanimity. On some of the major issues differences of opinion were markedly in evidence at Folkestone, and in that respect the discussions furnished once again abundant proof of the healthiness of the Association.

The Plymouth Resolution

In a sense, the Plymouth resolution calling for the establishment of national standards of rates of remuneration and conditions of service for the employees of local authorities on a system similar to that prevailing in the national Civil Service, provided the dominant theme of the conference. With this was closely linked the policy recommended by the National

Executive Council for the establishment of a complete system of Whitley Councils and Committees with a view to the regulation of all matters of mutual concern to local authorities and their staffs. By a majority the conference preferred the latter method as affording the better avenue of progress at the present time.

Standardisation Problem

In other words, the conference decision means, in effect, that Whitleyism should have a reasonably lengthy trial before the question should be considered of legislation making it obligatory upon local authorities to adopt and implement salaries and grading schemes. Apart from the fact, as was pointed out by the National Executive Council, that local authorities are opposed to anything which restricts their freedom of action in matters which they consider should be unfettered from outside influences, the likelihood is that the Government departments concerned would be unwilling to assume the responsibility of forcing local authorities to accept arbitrary scales and grades.

As already noted, the Plymouth resolution sought the establishment of national standards on Civil Service lines. It is doubtful, however, if in this case any real analogy can be drawn between the local government service and the Civil Service. Standardisation of conditions may be capable of convenient application to the latter service, where the departments are homogeneous in character, virtually identical in the principles of their organisation, and similar in the range of their administrative activities. On the other hand, there are some thousands of local authorities of different types and sizes; in powers, duties, and structure they are dissimilar. There are variations in the character of different areas—differences in population, wealth, rateable value, and other factors.

Flexibility Necessary

The Plymouth resolution meant, as one delegate expressed it, that "there should be no differences in the salaries of public officials"—presumably of the same status—"all over the country." It is evident, however, that for the reasons stated, and others, a measure of flexibility is necessary in the settlement of service conditions, and that in many cases standardisation could not cover the large variety of circumstances existing among the whole body of local authorities. Whitley Councils, would, of course, have regard to the varying factors in the different localities in fixing salaries and determining general service conditions.

While, in the opinion of the conference, the establishment and enforcement of national standards of rates of remuneration is a matter which is not yet within the range of practical politics, it is not without interest to recall the attitude of the Ministry of Health to the question of the formulation of salary scales by individual authorities, a matter which has been

strongly advocated by the Association. In their annual report for 1929-30, the department threw the weight of their authority on the side of salary scales. After calling attention to the recommendation of the Royal Commission on Local Government on the avoidance of invidious publicity in connection with salaries and promotions of individual officers, the Minister of Health urged upon local authorities the desirability of adopting definite scales, the whole staff being organised in appropriate classes, instead of considering increases of salaries in each individual case (other than in exceptional circumstances). This, the Minister pointed out, is usually far the better plan. The whole field of the local authorities' service can then be more fully surveyed, with periodical review as may be necessary, and the work is likely to be better organised. The principle of the adoption of salary scales is one that has been extending among local authorities during recent years, and, as the Metropolitan Boroughs' Standing Joint Committee emphasised in their evidence to the Departmental Committee on the Qualifications, Recruitment, Training, and Promotion of Local Government Officers, the practice is one which "leads to more co-ordination and to greater satisfaction amongst the staffs." It is imperative, however, that the scales, as formulated, should be adequate; but this is a question which would necessarily come within the purview of the Whitley Councils, considering, as they must, the various factors governing authorities in their areas.

The Superannuation Question

Appropriately enough, on the eve of the Conference the Government introduced a Bill to deal with the question of superannuation as affected by temporary cuts in salaries, a subject which the Legal Secretary discusses in an article elsewhere in this issue. Once again the Conference pronounced emphatically for a compulsory general Superannuation Act. As Mr. Lord emphasised in his presidential address, the present position is full of anomalies, and the longer the matter is delayed the more difficulties are created. It is only a question of time until a comprehensive measure which will ensure superannuation to all local government officers is placed upon the Statute Book. It is true, of course, that considerable progress has been made with the adoption by local authorities of the Act of 1922, or with the promotion of private schemes; but the fact that the majority of officers enjoy superannuation rights is in itself a strong argument for extending those rights to the minority, apart from clarifying a situation which has become almost chaotic. Here is a matter which very closely affects the question of efficient administration. Efficiency depends, among other things, upon the fullest possible facilities for mobility throughout the service, but mobility cannot be attained to its maximum extent so long as the superannuation provisions

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IMPRESSIONS OF THE CONFERENCE

By JOHN DOVER

WHAT were the outstanding features of the twenty-seventh annual conference of N.A.L.G.O., held at Folkestone at Whitsun?

First was the manifest enthusiasm of all participants, both for N.A.L.G.O. as a force in their working lives, and for the matters of policy and administration which came up for discussion. Second was the happy and practical relation between the "platform" and the rank-and-file. Differences arose, of course, but somehow they were always composed on a basis of reason and good fellowship, and the victory fell sometimes to one party, sometimes to the other. N.A.L.G.O. inclines neither to oligarchic control from Abingdon Street on the one hand, nor to a loose and undisciplined manner of government by ill-knit local units on the other.

Social Activities

The third outstanding feature of the conference was the emphasis placed on social activities. N.A.L.G.O. has always been a many-sided organisation. Social functions filled a large part of the four days at Folkestone, and no one can deny that the festivities were admirably arranged and gave great pleasure to a host of delegates and their friends.

The Mayor of Folkestone welcomed the delegates in a dignified and humorous speech, but his wife, after receiving the "purses" for the Benevolent and Orphan Fund, declined to accede to the clamant demand of the conference for a speech, murmuring that she "left all that to the men." Whether in response to this hint or from some other cause, no woman delegate was heard on the floor of the conference, though Mrs. Franks from the platform thanked the mayoress.

The note of Mr. Lord's presidential address, delivered with his customary air of sober sincerity, was one of restrained optimism. The worst of the crisis was over, he implied. The Association was increasing both in size and effectiveness. Mr. Lord referred to the valuable campaign conducted by N.A.L.G.O. to create in the public mind a higher appreciation of the local government service. There is a tale that a Great Lady once asked: "What are these N.A.L.G.O. people? Are they dustmen?" To-day, even the greatest lady could hardly remain ignorant of the importance of local government officers and their Association.

In all quarters, said Mr. Lord, N.A.L.G.O. stock stands high, and it only remains to secure the co-operation of the local authorities in re-establishing a system of Whitley Councils.

Mr. Lord spoke of the lamented deaths of Mr. F. Marsden, Sir Tom Percival, Sir Robert Donald, and Sir Herbert Nield. The conference stood in silent appreciation of the work done by these stalwart supporters of N.A.L.G.O.

N.A.L.G.O.'s Chancellor

The preliminaries over, the conference settled down to detailed business by hearing the treasurer's report. Mr. Lloyd is no conventional Chancellor of the Exchequer. He likes a large revenue, it is true, but he likes equally to spend it, provided he is sure the expenditure is going to benefit N.A.L.G.O. "Find the right road and then go like h—," was his method, he told the conference.

The first major debate arose on motions by West Cornwall and Plymouth designed to obtain national standards of remuneration for local government officers. In witty and elegant terms, Mr. Fraser (Dumbarton) supported the plea for uniformity; in the past, he said, he had had to fight for the inclusion of salary scales in the objectives of the Association, and now he wanted them made effective. Mr. Cole (Plymouth) ridiculed the value of Whitleyism, and claimed that the hopes of local government officers must lie in the enforcement of national standards by the government.

The opposition to the motion relied mainly on its impossibilist character; it was inconceiv-

able that any such action would be taken by the central government. The imposition of national standards would run counter to all accepted ideas of local government and would be unlikely to raise the general conditions of the service. The conference concurred.

Whitleyism and the Future

The National Executive Council's motion for the creation of a complete system of Whitley Councils represented, in a sense, the kernel of the whole conference. In Whitleyism, the local government service is to find salvation. The failures of the past—the demise of the National Joint Council, the inability to create Whitleyism in some areas—were partial and temporary, and they will be obliterated by the achievements of the future. Mr. Whitley himself sent good wishes. The Minister of Health favoured the handling of service questions by national associations of employers and employees: from this it is but a step to joint machinery.

A group of delegates, led by Dumbarton and Oldham, sought to make Whitleyism mandatory by law, but the conference recognised the futility of imposing it on an unwilling employer who would inevitably sabotage the unwanted machinery.

The provision of adequate superannuation facilities must always remain one of N.A.L.G.O.'s main preoccupations, and the agenda paper contained several motions calculated to spur on the National Executive Council in this matter. The conference enthusiastically demanded a Government measure of compulsory superannuation, and instructed the National Executive Council to obtain an actuarial report on the provision of widows' pensions.

The speeches made by the two Members of Parliament, who act as spokesmen for N.A.L.G.O. provided an interesting contrast. Sir Henry Jackson, though his address was both amusing and well-phrased, was firmly rooted in day-to-day realities. He spoke of the difficulties of Parliamentary procedure, and gave an exposition of the Government's Bill to exclude "cuts" from salaries for superannuation purposes. No success could yet be recorded in securing compulsory superannuation, but the new Bill was indeed a landmark: not only was it fathered, for the first time in the history of such matters, by the Government itself, but it conceded the vital principle of compulsion which they had so long demanded.

Mr. Isaac Foot's address ranged wide in theme and expression. In phrases which combined wit with deep feeling and beauty of form, Mr. Foot spoke of the high mission of local government, the civilising influence of the city, and the permanent value of representative institutions.

Educational Work

The report on N.A.L.G.O.'s educational work was submitted by Mr. J. Chaston in a long and detailed speech. There was a slightly acrimonious debate on the conditions under which loans should be made to members for educational facilities; and in the end the matter was referred back with instructions for a scheme to be prepared.

The voice of the smaller branches was several times lifted to the conference heavens. In response to an appeal from the Eastern District, it was decided to allow county branches to retain a larger proportion of the subscriptions to compensate them for the heavier expenses involved in conducting their work.

The question of eligibility for membership of N.A.L.G.O. is one of perennial difficulty. Should "temporaries" be admitted? Or tramway inspectors? Such are the recurrent problems. The branches called for a lead. The National Executive Council preferred to leave it for local settlement. But the branches won, and the National Executive Council are to formulate a definite policy. They deserve all good wishes!

Mr. Hirst (Manchester) wanted to save the
(Continued on page 201)

FOLKESTONE DECISIONS

(Continued from preceding page)

remain in their present anomalous state.

As regards the domestic side of the Conference deliberations, readers will observe with interest that, by a narrow majority on a card vote, an amendment to rules was carried, the effect of which is that, in addition to the National Executive Council, District Committee, may submit to Conference nomination for honorary officers of the Association. The decision is one which raises a number of implications, some of which were not discussed at the Conference. With the growing strength and prestige of the Association—a fact to which Sir Henry Jackson, M.P., and Mr. Isaac Foot, M.P., paid eloquent testimony in their addresses—it is clear that N.A.L.G.O. requires the best men for its high honorary posts, and there are outstanding men in the service who, for various reasons, cannot take a prominent part in the work of the Association, but who would lend that essential dignity and influence to the highest offices which it can confer. Such men should not be ruled out from election. There is much to be said both for and against the amendment of the rule, and it is rather a pity that the debate was all too short, considering the importance of the issue.

An Unassailable Case

Taking the Conference proceedings as a whole, they demonstrated once again that local government officers have an unassailable case for satisfactory conditions of service. That case will unquestionably be strengthened by the developments in local administration which have been foreshadowed on many sides. The report of the National Executive Council and the discussions and decisions of the Conference showed very conclusively that in view of these prospective developments, among other things, the way is being prepared for the formulation of improved conditions all round. During the past two years, as Mr. Lord pointed out, the forces of misrepresentation and confused thinking arraigned against local government officers were at one time almost overwhelming, but the efforts of those who sought to imperil the existence of local government institutions have suffered a severe setback. In his opinion these efforts have merely had the effect of consolidating the resolve of the general public that any undue interference with services vital to the well-being of the community will not be tolerated. At Weston-super-Mare in 1932, delegates assembled under rather different conditions from those which attended the Folkestone Conference. Then "the misguided so-called economy campaign," as the President described it, was approaching its peak. Folkestone may well prove to be the beginning of a period of possibly far-reaching development in local administration which will carry its own implications so far as service conditions are concerned.

OFFICIAL AND PERSONAL

LOCAL GOVERNMENT ADMINISTRATORS IN THE HONOURS LIST

IN the King's Birthday Honours List, issued on June 3, local government figured rather more prominently than has been the case with similar lists for some time past. Throughout the service there has been considerable satisfaction on the conferment of a knighthood upon Mr. J. C. McGrath, Clerk of the Peace and of the County Council of the West Riding of Yorkshire. In 1902 Mr. McGrath was appointed Assistant Solicitor to the West Riding County Council, having previously been Clerk and Solicitor to the Settle Rural District Council and Board of Guardians. Following war service, for which he was several times mentioned in dispatches, he succeeded, in 1923, Mr. Vibart Dixon as Deputy Clerk of the Peace and of the County Council.

As County Solicitor, he rendered distinguished service, and in 1929 he was appointed Clerk of the Peace and Clerk of the County Council, and in that capacity he played a leading part in the task of putting into operation in the county the Local Government Act of 1929, and setting up the organisation necessary to cope with the wide and fundamental changes involved.

A knighthood has also been conferred upon Mr. Robert Doncaster, O.B.E., J.P., who has had a long and distinguished record in public administration. On the formation of the Derbyshire Public Assistance Committee he became its chairman, and he is chairman of the Poor Law Examinations Board. He received the O.B.E. for services during the war, when he was chairman of the Military Tribunal and prominent in work connected with recruiting, war savings, food control, and the care of dependants.

Mr. Angus Scott, J.P., D.L., who has also been knighted, was chairman of the London County Council last year. Among the positions which he holds or has held are those of a member of the Departmental Committee on Thames Flood Prevention, member of the Standing Joint Committee on Salaries of Elementary School Teachers, the London and Home Counties Traffic Advisory Committee, and the Committee set up by the Minister of Health for the establishment of a post-graduate hospital and medical school at Hammersmith. Alderman J. T. Travis-Clegg, J.P., D.L., who has also received the honour of knighthood, is chairman of the Lancashire County Council and one of the Council's oldest members in years of service. He has been chairman of the Education Committee for many years. He is also chairman of the Standing Joint

Committee, and was formerly chairman of the Asylums Board and of the Lancashire Insurance Committee.

Dr. Leonard H. West, O.B.E., J.P., D.L., who has been honoured with a knighthood, first became a member of the Buckinghamshire County Council in 1908. In 1917 he was elected an alderman, in 1919 vice-chairman, and two years later he became chairman of the Council.

Other honours for local government administrators include the following:—

Knighthood: Mr. William Chapel, Provost of Arbroath, for public services in Angus.

Knighthood: Senator Dudley Evelyn Bruce McCorkell, M.B.E., J.P., D.L., Mayor of Londonderry, for public and philanthropic work in Northern Ireland.

Knighthood: Alderman Edward William Willis, J.P., for public services in Kent.

C.B.E. (Civil Division): Francis Paul Armitage, Director of Education, Leicester County Borough. Miss Dorothy Edith Bannon, Matron-in-Chief of the London County Council Hospital Service.

O.B.E. (Civil Division): Leonard James Veit, F.S.I., City Engineer and Surveyor to the Westminster City Council.

M.B.E. (Civil Division): Miss Georgina Agnes Brown Cameron, Superintendent Health Visitor and Inspector of Midwives, Newcastle-on-Tyne. David John Jones, Clerk and Solicitor to the Rhondda U.D.C. Valentine Tom Keen, J.P., chairman of the Fareham Urban District Council. Joseph White May, Organiser of Education to the Great Yarmouth Education Committee.

Mr. H. S. Newton's New Appointment

Sheffield provides an announcement of interest regarding Mr. H. S. Newton, who, under the combination of chief education offices, becomes the city's Chief Education Officer. It may be recalled that upon the retirement of Dr. Percival Sharp over twelve months ago, the appointment of a director of education was postponed and the post has remained vacant. Meanwhile Mr. Newton, the Secretary for Education, discharged the duties pertaining to the directorship.

Mr. Newton has served the education authorities of Sheffield for the past thirty-six years. The Sheffield Municipal Officers' Guild claims no small amount of Mr. Newton's interest. He has been a member of the Executive Committee during the whole of its



Mr. H. S. NEWTON,
New Chief Education Officer of Sheffield

twenty-two years' existence, and in the wider sphere of N.A.L.G.O.'s work he is chairman of the Management Committee of the Benevolent and Orphan Fund and of the Yorkshire Regional Benevolent Committee.

It is a very real pleasure to his numerous friends in the local government service throughout the country to learn that Mr. Newton's appointment to the important post of Chief Education Officer has now been confirmed. We desire to express to him our heartiest congratulations.

The Late Mr. S. Knight

We regret to report the death of Mr. Samuel Knight, Clerk to the Bollington U.D.C. Mr. Knight, who had held the position for nearly thirty-five years, died suddenly while at his office. He was secretary of the Cheshire Urban District Councils' Association and, until recently, secretary of the Cheshire Association of Local Government Officers, the local branch of N.A.L.G.O., to which he had rendered valuable service.

Sir Dan Godfrey

Congratulations to Sir Dan Godfrey on his musical work at Bournemouth. His famous municipal orchestra has just celebrated its fortieth anniversary, which is also the fortieth anniversary of municipally-appointed music in England.

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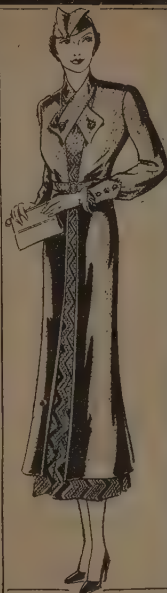
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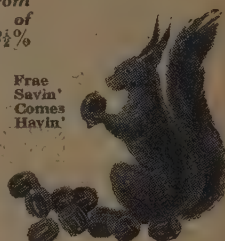
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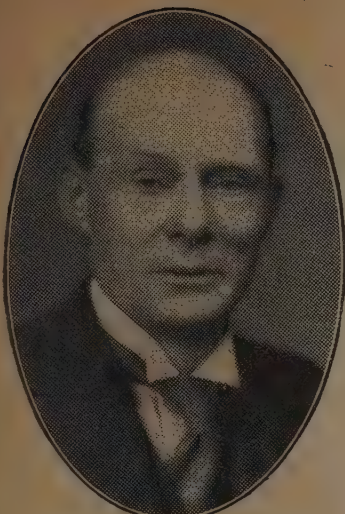
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This admirable little book is of great value to local government officers in indicating the views of an elected representative and a former Lord Mayor of York. In its rapid survey of the work of a local authority it deals with the functions of the executive officer and the control of the executive. It furnishes an interesting impression of the distinction between the sphere of the representative and that of the officer in local administration.

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WHITLEY COUNCILS AT WORK

REVIEW OF RECENT ACTIVITIES IN THE WEST RIDING, LANCASHIRE AND CHESHIRE, AND NORTH WALES



Alderman **GEORGE F. TITT**, Manchester,
an enthusiastic advocate of Whitley
Councils

GOOD progress continues to be made in connection with the work of the existing Whitley Councils and also in regard to proposals for the establishment of further councils. In the latter connection a distinct impetus has been given to the consideration of the whole question of Whitleyism as a result of the decision of the annual conference on the subject reported elsewhere in this issue.

West Riding Joint Council

A meeting of representatives of the West Riding Joint Council for Local Authorities' Administrative, Technical and Clerical Services and of the Provincial Joint Industrial Council or Local Authorities' Non-Trading Services (Manual Workers) was held on May 25 for the purpose of examining the possibilities of joint action regarding the position which has arisen from the transfer of the staffs of the late Boards of Guardians to Public Assistance Departments of County Councils and County Borough Councils under the Local Government Act, 1929. Agreement was arrived at on the following points:—

- (1) That all classes of work-people in the employ of Public Assistance Committees which are similar to those catered for by the Non-Trading Joint Industrial Council (Manual Workers) should come under the purview of that Joint Industrial Council.
- (2) That all members of the staffs of Public Assistance Committees similar to those catered for by the Administrative, Technical, and Clerical Services Joint Council should come under the purview of that Council.
- (3) That future discussion on this matter be confined to investigating the position regarding the special classes of employees who do not come within (1) and (2) above, and the advisability, or otherwise, of setting up special machinery to deal with such classes.

Consideration was given to a summary of the various classes of employees at present employed in Public Assistance Institutions in the West Riding and to a list which had been compiled by Mr. W. Donnan and Mr. J. B. Swinden with regard to grading. It was agreed that Messrs. T. Taylor, W. Donnan, F. Marshall, and J. B. Swinden should meet prior to the next meeting of this Committee for the purpose of examining in detail the amended summary and discussing other matters arising therefrom, and that they should make a report to the next meeting of the Committee.

Lancashire and Cheshire

At a meeting of the Conditions of Service Committee of the Lancashire and Cheshire Provincial Whitley Council, held on May 19, it was reported that a large number of authori-

ties had decided to obtain actuarial reports in connection with superannuation. The Committee considered a dispute, which, under the constitution of the local joint committee, had arisen at Rawtenstall and referred this to a tribunal to investigate and report.

It was reported that the County Borough of Rochdale and the Radcliffe Urban District authority had decided not to adopt the Whitley Council scheme of temporary deductions as modified from April 1, but were continuing their own cut. It was decided to offer deputations to these authorities.

A report was submitted to the effect that an offer which had been made to the Burnley Corporation to submit a model grading scheme on the Whitley Council basis had been accepted.

The Committee learned with satisfaction that the Ulverston Urban District Council had decided to adopt the model grading scheme submitted by the Whitley Council.

North Wales Conference

On May 25 there took place at Colwyn Bay a conference between members of the North Wales Whitley Council and representatives of the North Wales District Committee of the National Association of Local Government Officers. Representing the North Wales Whitley Council were the following: Alderman John Roberts (in the chair), Councillors T. Lincoln Evans and H. Parry, and Messrs. W. J.

Daniel, H. T. Edwards, J. Platt, T. Williamson, J.P. The representatives of the National Association of Local Government Officers were: Messrs. J. B. Blackall, Haden Corser, R. M. Evans, R. Hext, N. H. West, J. P. Williams, and J. R. Williams.

Mr. Bishop (employers' secretary) submitted a report in the course of which he suggested that the existing machinery should be extended and varied in the following manner:—

That the functions of the existing Whitley Council be amended by the addition of suitable words authorising the Council to deal with Officers.

That the constitution of the existing Whitley Council be amended so as to provide for the appointment of two committees, one of which shall deal with manual workers, and the other with officers.

That the Committee to deal with manual workers be constituted of the same personnel as the existing Whitley Council.

That the Committee to deal with officers be constituted on the employers' side, as far as possible, of the same personnel as the Committee dealing with manual workers.

That the constitution of the staffs' side of the Committee to deal with officers be upon a basis to be agreed upon.

That the Trade Union side of the Manual Workers' Committee and the staff side of the Officers' Committee together constitute the Employees' side of the Council.

The conference expressed the opinion that it was advisable to extend and vary the joint machinery for manual workers which now operates in North Wales, so that such machinery is competent to deal with problems concerning officers. The constitution, it was considered, should be varied in the manner suggested by Mr. Bishop, and the Conference approved such variations.

Mr. Bishop, Mr. Daniel, and Mr. Corser were requested to draft the amendments to the constitution, together with any consequential amendments, and submit a revised constitution for the consideration of the Conference. N.A.L.G.O. are to be represented on the Staffs' side of the Officers' Committee by ten members, and the other organisations representing officers were asked to consider what representation they desired upon the Committee.

Mr. Haden Corser was appointed (*pro tem*) secretary of the Staffs' side of the Officers' Committee.

Mr. Bishop and Mr. Corser were requested to prepare and submit to the next meeting draft proposals as to service conditions of officers.

Whitley Council Protagonist

Few, if any, local government administrators have taken a keener interest in the question of Whitleyism than Alderman George F. Titt, former Lord Mayor of Manchester, who, as reported in the June issue of LOCAL GOVERNMENT SERVICE, addressed the recent North Wales conference when he made a strong appeal to local authorities which stood aloof to become members of the North Wales Council. He has played a very active part in the establishment and operation of Whitley machinery throughout the country. Alderman Titt is a member of the National Joint Industrial Council for Non-Trading Services, and is always ready to render assistance in creating or perfecting organisation which is designed to improve the relationship between employer and employee.

A native of Wotton-under-Edge, Gloucestershire, he was educated at the British School, Wotton-under-Edge, of which Isaac Pitman, inventor of the well-known system of stenography, was the first master. Alderman Titt was first elected to the Manchester City Council in 1910, and became an Alderman in 1928. He was Lord Mayor of the city during the municipal year 1930-31.

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S. LOWESTOFT.

June 2, 1933.

*The Education Secretary,
N.A.L.G.O. Correspondence Institute.*
DEAR SIR,

As you are aware, I enrolled as a student of the N.C.I. before the new course for the Testamur Examination was completed, but since commencing my studies, parts of this have become ready for use, and I should like to express my thanks and appreciation for the way in which I have been given full advantage of the study papers as they have been completed.

Before I commenced work on the new Building Construction course, I knew little or nothing of the subject, but I must say that I have been materially assisted by the papers and diagrams, both of which I have found extraordinarily clear and to the point.

Altogether, I have been thoroughly satisfied with the course, and also the promptness with which any queries arising out of the work have been answered.

Needless to say, I should not have the least hesitation in recommending this course to any intending pupil, as I am sure that it will be found comprehensive and very helpful.

Yours faithfully,
H. F. ORCHARD.

NOTES FOR READERS



By JONAS PRAPS

TWENTY Years A-growing, by Maurice O'Sullivan (Chatto 8s. 6d.) is autobiographical in that it describes the life of a young Irishman born on the Great Blasket—one of a group of islands off the coast of Kerry—until, at twenty years of age, he joins the Irish Guards. But it is much more. It is an excellent picture of peasant life, loves, superstitions and traditions by one steeped in them from childhood. The descriptive passages make vivid the island and its people in their constantly changing moods. Life on the Island is as rugged as the hills themselves—a poor, half-starved existence from fishing, farming, and the rearing of a few sheep: nothing very exciting, but all delightfully set down: a race, Hallow E'en, a wake, and a few free fights. In the words of the natives, "God and Mary Bless You," Mr. O'Sullivan, for a very pleasant picture.

The series of biographies published by Peter Davies, Ltd. (5s.) has had some excellent examples of biography in brief. *Richard Cœur de Lion*, by Clennell Wilkinson, is one of the best. It paints his character in bold outline, yet with a depth of insight unusual in so short a biography. His troubles with his brother and so-called allies in the Crusade to Jerusalem, his wonderful skill in leadership, the effect of his bravery—when individual bravery in warfare meant so much—and, for that period, his restraint in the treatment of prisoners (with occasional lapses) are displayed. The whole is an excellent picture of the man.

Geology without jargon is the subtitle of an introduction of *Earth-Lore* (Murby 5s.). The author, Professor S. J. Shand, discusses in a manner calculated to encourage the general reader to probe more deeply some of the problems of the earth. The book is as interesting as many novels, though it deals with such topics as Earth sculpture, the age of the earth, the problem of mountains and drifting continents.

Walking in the Lake District, by H. H. Symonds (Maclehose 7s. 6d.), is a book about walking for walkers and by a walker. If you are content to see the Lake District from the seat of a char-à-banc or a private car, you will never really see it. Its best parts, the inmost secrets of its beauty, are only revealed

to those who seek them on foot, and in this book Mr. Symonds sets out many ways, with excellent descriptions of routes, of knowing the Lake District.

Love on the Dole (Cape 7s. 6d.) was inevitable. No social situation to-day is without its counterpart in fiction. Walter Greenwood, in this tale of two cities—Manchester and Salford—has pictured the situation sympathetically and without a glut of pathos. Non-Lancastrians must be prepared for a fair quota of dialect.

OFFICERS REINSTATED

Successful Appeals at Birmingham

Following a special inquiry, on March 31 last, three officers at Erdington House, Birmingham, were summarily dismissed. Two of the officers asked the Association to take up their case, and, following other steps, an appeal for re-consideration was addressed to the Public Assistance Committee. The Committee unanimously rejected the appeal and confirmed the findings of the Special Committee of Inquiry.

The Association lodged an appeal on behalf of the officers to the Appeals Committee which was set up in 1926 by the Corporation, and which was "invested with power to hear and examine appeals against dismissal or suspensions from work without pay on the part of employees who have completed three years' permanent continuous service which is recognised for superannuation purposes." The Committee have plenary powers in dealing with appeals and their decision is final.

The appeal was heard on May 23. The Public Assistance Committee were represented by their chairman (Councillor Loxley) and Alderman Lancaster, the chairman of the Special Committee of Inquiry. The officers were represented by Mr. J. E. N. Davis, divisional secretary. Following a full and careful hearing, the Appeals Committee decided:—

"That, having considered the submissions made on behalf of the appellants, and the reply thereto by the representatives of the Public Assistance Committee, we determine that the appeals be allowed."

The two officers were immediately reinstated in their appointments.

It is understood this is the first successful appeal against dismissal since the Appeals Committee was established.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months; January, 42; February, 41; March, 39; April, 37; May, 36; June, 36. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	APR.	MAY.	JUNE.
Food	15	14	14
Rent	55	55	56
Clothing.. ..	85	85	85
Fuel and Light ..	75	70	70
Other Items ..	75	75	75

N.A.L.G.O. SCHOLARSHIPS

Nominations for Awards

AS has already been announced, N.A.L.G.O. has arranged a comprehensive series of exhibitions and scholarships to be awarded annually on the results of the examinations by various professional and technical bodies concerned with local government. Details were given in the May issue of LOCAL GOVERNMENT SERVICE. The following nominations for awards under the Scheme have been received, and further nominations will be received from other Examining Boards in July. It is hoped that all the awards for 1933 will be made before the end of August.

Name of Examining Body.	Nominations.	Department.	Local Authority.
Institute of Municipal Treasurers & Accountants: Exhibition	Marsh, Norman	Borough Treasurer's	Walsall
Scholarship	Roughan, Alfred John	City Treasurer's and Controller's	Cardiff
Prize	Evans, Glyn Thomas	Borough Treasurer's	Merthyr Tydfil
Poor Law Examinations Board for Scotland: Scholarship	Nicol, John Knowles	Public Assistance Do.	Clydebank
Prize	Macdonald, Donald		Edinburgh
Royal Sanitary Association of Scotland: Scholarship	Wilson, John Reid	Sanitary Do.	Edinburgh
Prize	Archibald, Henry		Edinburgh

SUMMER SCHOOLS

AS we go to press with this issue our Scottish friends are assembling for their annual summer school at St. Andrews University, and there is every indication that this year's assembly will be the best of the series.

Doubtless all those who contemplate joining the English School at University College, Oxford, have already made arrangements through headquarters for their residence at the College, but there may still be those who are debating the question whether or not the School holds any particular interest for them. To approach the Summer School in the right spirit one must appreciate the fundamental aims which inspired its inception. It was to give to all those who are interested in local government, and in the development and perfection of the local government system, an opportunity of studying these questions in the pleasant surroundings associated with university life, and under the direction of experts who bring new ideas to bear upon the various subjects. Discussion with the tutors and with fellow students paves the way for a wide vision of the problems which confront officers in their daily work.

There is the other side of the school's activity: the social atmosphere created by the association of so many men and women with a common objective. Out of session, students are free to make what arrangements they like for their enjoyment. The river has an irresistible charm for the N.A.L.G.O. party and weather permitting, many hours will be spent there. Tennis at all hours is generally possible.

The school will be opened at dinner on Saturday evening, July 15, by Sir W. H. Hadow, C.B.E., M.A., chairman of the Departmental Committee on Local Government Officers, and formerly Vice-Chancellor of Sheffield University. Mr. Cecil G. Brown, L.L.B., the president of the Association, will preside over a large company of visitors, who will join the student in giving the school a good send-off.

ANNUAL CONFERENCE REPORT

(CONTINUED FROM PAGE 184)

He wondered whether the Conference realised that, by this suggested instruction to the Council, they would be tying the Council's hands. They would have to go round to each authority to obtain particulars of persons likely to be affected, to bring out an actuarial report and financial liabilities. In the Superannuation Bill they were already including a provision for widows' pensions, and the appropriate procedure to take was to get, first of all, what they could in the Bill and, if they failed to get the provision in regard to widows' pensions, to take this step, but not at that early moment. It was an unnecessary expense.

MR. TAYLOR (North Western District Committee), in seconding, said he welcomed the expression of the Council's views to the effect that the motion had their sympathy, but his committee asked that a step should be taken to implement that sympathy by obtaining an actuarial report. Already the Provident Society had an actuarial report dealing with the question. He did not think it was realised what was actually involved in this motion. It was not merely to secure the provision of pensions for widows of officers who were superannuated, but also for all officers who died in harness. They all knew of cases of young officers in the thirties and forties who died leaving a widow and who had not reached any scale of remuneration to make adequate provision for their dependents. This meant that the dependents became a charge upon the Benevolent and Orphan Fund. No officer liked to think that when he died he must leave his family dependent upon the Benevolent and Orphan Fund.

The proposal of the North Western District Committee was adopted.

MR. FRASER (Dumbartonshire) wished to table an amendment to a proposed alteration of Rule 28. When told he was out of order he asked if they were to understand that delegates could not have an opportunity to move amendments.

MR. S. LORD: The standing orders are very definite on that point. You must first have the consent of the conference.

Agenda Committee

The alteration of the rule was brought forward by the National Executive Council on a reference from last year's conference: "That in view of the necessity for some co-ordination of the notices of motion submitted by the various branches—many of which have a similar purpose in view—it is desirable that an Agenda Committee be appointed to deal with all such matters. That the National Executive Council be instructed to consider and report hereon to the next Conference with recommendations as to the formation of such Agenda Committee."

The report stated that during the past year or two an endeavour has been made to co-ordinate, as far as is consistent with the rules of the Association, the notices of motion and amendments thereto, but the rules do not, at present, permit of any definite re-arrangement of the agenda to secure the most facile presentation of the various notices of motion and/or amendments which are submitted on the same subject. As a first step towards this end, it was suggested that the latest date by which notices of motion shall be received from district committees, branches and sectional and professional organisations, which are members of the Association's Standing Joint Committee, shall be altered from March 15 to March 1, and that the latest date for the submission of notices of motion by the Council shall be altered from March 15 to March 31, in order that a meeting of the Council may be held during that month in time for the Agenda to be circulated by April 1.

This would enable the Council to table notices of motion after consideration of those submitted by the district committees, branches and sectional and professional organisations referred to above and will thus enable

the Council to co-ordinate the ideas expressed in these notices of motion. In order to facilitate the business of the Conference, certain amendments to Rule 28—Agenda—were necessary and, accordingly, notice of motion to amend this rule was given by the National Executive Council.

The latest date for the receipt of amendments to notices of motion is April 15, and it was suggested that the Agenda Committee should meet immediately after this date, in order that its work might be completed in good time for the despatch of the final agenda to the representatives in accordance with Rule 28 (f), i.e., not later than two weeks prior to the Conference.

Constitution of Committee

The Council recommended that the Agenda Committee should consist of:

- (i) the President;
- (ii) the Immediate Past President;
- (iii) the Chairman of the National Executive Council;
- (iv) the Vice-chairman of the National Executive Council;
- (v) the Honorary Solicitor for England;

and that it should have the following powers:

- (a) to regard any notice of motion on any particular subject as an amendment to a notice of motion that may be submitted by any other competent body;
- (b) to group together, under one motion or amendment, all notices of motion and/or amendments which have a precisely similar object and to use the phraseology of the motion or amendment which, in its opinion, expresses most comprehensively the object of the motions and/or amendments;
- (c) to re-arrange the order of business and the order of the submission of notices of motion and/or amendments so as to provide full co-ordination of agenda items and annual report paragraphs.
- (d) any such other relevant powers as it considers necessary to give effect to the foregoing.

MR. WILLETT, moving the alteration of the rule, said this matter was on the agenda at some length at the last conference, and the Council had considered it very carefully. It was felt that the scheme which they had prepared should meet some of the objections to the proposal made last year, and they also suggested that the agenda paper issued for the present conference was a very good illustration of the need for some agenda committee to bring the items in connection with the report and agenda into a form which would be more clear to the delegates. It was felt that the present suggestions should enhance the transaction of business at future conferences. The alteration of dates would in no way affect branches in sending in their notices of motion. They had lengthened the time in which the Council could bring notices of motion, because it was thought that it was almost impossible for the Council to give effective consideration to the business of the conference, and that the dates, if adhered to, would make it still more impossible for the Agenda Committee to do the work for which it was proposed that the committee should be appointed.

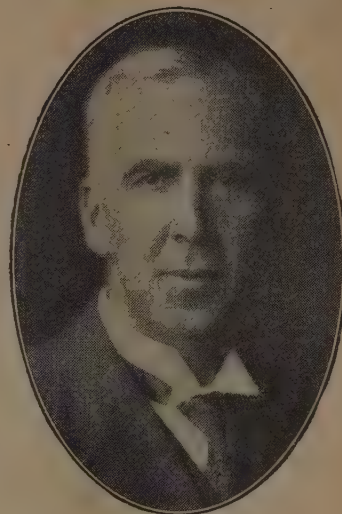
A member of the Yorkshire District Committee seconded the suggested alteration of rule.

Executive Council Motions

MR. FRASER (Dumbartonshire) moved an amendment to the effect that the Council should also have to table notices of motion by March 1. He said the Council's suggestion would place them in a privileged position.

MR. WILLETT: If this amendment is adopted it will render the work of the Agenda Committee entirely ineffective. The Council and the Agenda Committee must have time to do their work, and it is because of the limitation of time that we are asking you to put in this date.

Mr. Fraser's amendment was defeated.



MR. D. J. PARRY

Mr. D. J. Parry, who has been elected Honorary Solicitor for Wales, was educated at Llandoverly College, Aberystwyth University, and Trinity College, Cambridge, and holds the degrees of B.Sc. (Wales) with Honours Mathematics; M.A. (Cantab.) Senior Optime Cambridge Mathematical Tripos. He was articled to Mr. W. C. Davey, Pontypridd, in 1914. Following war service, he passed the Solicitors' Final Examination in 1920. From January, 1921, to October, 1925, he was a partner in the firm of E. Williams David & Parry, Solicitors, Cardiff, and on the latter date he was appointed Assistant Solicitor to the Cardiff Corporation under Mr. Cecil G. Brown, LL.B., the President of the Association. In February, 1927, Mr. Parry became Senior Assistant Solicitor and Prosecuting Solicitor to the Cardiff Corporation, and in March, 1929, he obtained the appointment of Solicitor to the Glamorgan County Council, a position which he holds at present, together with the additional appointment of Prosecuting Solicitor for the County. He is in sole charge of the legal work of the County (except administrative legal work).

In view of the defeat of the Dumbartonshire amendment, a second amendment from Glasgow that motions must be made by the Council by March 21, and not March 31, automatically fell.

MR. FRASER moved the addition to the suggested constitution of the Agenda Committee of four representatives—two for England, one for Wales, and one for Scotland—to be appointed by the conference. He said that the rank and file should be represented.

He agreed that the President, Vice-president, and the others mentioned, had the confidence of the Association. (Hear! hear!) His point was that while these men had the confidence of the Association, their attendance on the Agenda Committee was to put the point of view of the Council rather than that of the rank and file. If they were to be a virile association they must have representatives of the rank and file on the Agenda Committee.

MR. W. W. ELVEN (Norwich) seconded the amendment.

MR. A. B. DODD (Newcastle-on-Tyne) said that the function of the Agenda Committee was to get the motions and amendments together and to consolidate them in a form to save the time of the conference. Surely there was no reason for representation as suggested by Mr. Fraser. He (Mr. Dodd) felt that the Executive could do this very well. (Hear! hear!)

The amendment was defeated, and the recommendation of the National Executive Council was adopted.

MR. MANN (West Riding) moved an amendment to the effect that the induction of the President should take place early in conference proceedings instead of towards the end. At

CONFERENCE REPORT

the end of a two-days' conference, he said, the delegates were often feeling very tired and sometimes bored, while many were anxious to catch trains back to their home towns, and they felt that the induction of the President of N.A.L.G.O. at such a late hour lost some of the dignity which should attach to the ceremony. They therefore proposed that the induction of the President should take place immediately after the reception of the purses for the Bene-

measure due to the skill with which the Association's case was presented. This last year had been a testing time for everyone, and especially for local government. At many points a false move, a hasty decision, a desire to inflame, an attempt to embitter might have had results which they would deplore. But at every stage he had always noticed that those who spoke for them had shown the most consummate statesmanship. In regard to legislation, he did not think that any great organisation commanded such respect and whose opinions were treated with real sincerity as was the case with N.A.L.G.O. He believed that that was largely due to the fact that they did not look at problems from the sectional point of view, but from the real national standpoint. (Cheers.)

The word "economy" had been very much to the fore. They had had official and unofficial committees. No memorandum presented to these committees had been so sound, so sane, so wise as that which bore the name of Mr. Hill, and was presented to the Ray Committee. He (Sir Henry) ventured to say that the moderate opinions of those long-headed municipal representatives who composed that Committee were largely due to the moderate way in

which N.A.L.G.O.'s case had been presented. He was hopeful that the panic of last year had subsided. He hoped we were returning to wise spending. Local government officers would take this comfort that the Government intended to proceed very cautiously in regard to future legislation so far as they were concerned. It had fallen to him to discuss with the Association Bills in connection with which it was vital that nothing should be done to reduce the privileges which officers had obtained. In regard to three Bills they were able to see that the interests of officers were safeguarded. He referred to the London Transport Bill, the Mersey Tunnel Bill, and the Town and Country Planning Bill.

The Superannuation Problem

The chief work during the past year concerned the problem of superannuation. Sir Henry recalled that he had introduced a Bill to deal with the question of superannuation as affected by temporary reductions in salaries, and after referring to the difficulties which confront a private member in getting a Bill on to the Statute Book, he said that there was a group of members in the House of Commons who were determined at every stage to kill his Bill. The Bill was blocked night after night. He had felt it would be a waste of time in the new session of Parliament to go through the same melancholy story, and he therefore urged upon the Government, who had shown great sympathy with the measure, that they themselves should boldly face up to the responsibility of taking the measure in hand, and introducing it as a Government measure. On June 1, the Government, for the first time in the history of local government superannuation, had introduced a Bill on the subject—the Local Government and Other Officers' Superannuation (Temporary Provisions) Bill.

The Bill had gone much farther than they had hoped. He could say, with a full knowledge of all the difficulties with which the Minister had had to contend, that the Minister had gone a long way. Every clause of the Bill was compulsory. (Cheers.) The Bill was very wide in its possibilities. They would have opportunities during the committee stage to make it even wider in its scope. Sir Henry proceeded to discuss details of the Bill, and added that he believed the security of the

Local Government service had been advanced by this measure. He was confident that Local Government must increase. Their great service, after all, entered into the daily lives of the people more intimately than did Members of Parliament. Health, housing, transport, public assistance—all those services which made a difference to millions of lives—in the end depended on the way in which they were administered. (Loud cheers.)

MR. ISAAC FOOT, M.P.

MR. ISAAC FOOT, M.P., observing that it was a heart-breaking business to get a Private Member's Bill through the House of Commons, paid a tribute to Sir Henry Jackson for his work in connection with superannuation. He expressed sympathy with the Association on the heavy loss it had sustained by the passing of "those who were not only champions of the Local Government Service, but personal friends of ours." Last year they had to deplore the loss of Mr. William Graham—a loss they had not yet been able to measure. This year he (Mr. Foot) joined with them in their tribute to men like Mr. Fred Marsden, Sir Tom Percival, Sir Robert Donald, and Sir Herbert Nield.

There was no more important part of the annual report than that which referred to the efforts to enhance the prestige of local government. The Association was concerned with something more than the conditions of employment; its primary object was to raise the efficiency of the local government service. The best way to raise the status of the local government officer was to raise the whole status of the service. First, there must be good relations between those engaged in the national services and those in the local services. A mistake which was made in the House of Commons was that when a Bill was passed it was thought that the work was finished. The local government officer, however, knew that it was then that the trouble commenced. In this connection Mr. Foot recalled the observation of a



The Bowls Tournament in progress

volent and Orphan Fund in the first session of the Conference.

THE PRESIDENT: As one who has had some experience of the matter, I feel that the suggestion would be a retrograde step. I think it is for the convenience of the conference, and certainly to the advantage of the President, to continue as at present. The President is the man who has gone through the whole year's work, and he knows exactly what has been done and what will arise. I have been in office in other associations where the same method is adopted, and it works well.

The amendment was lost.

MR. LORD: We have very great pleasure in having with us again our friends Mr. Isaac Foot and Sir Henry Jackson. I consider N.A.L.G.O. very fortunate in having induced them to take some interest in the work of the Association, and I express to them the indebtedness of the Association for the splendid work they do for us in a quiet and effective way in high quarters. You know Mr. Isaac Foot is a brilliant man, and he is also the brilliant father of four brilliant sons, and these four sons have created a record. Three of them have served in the office of President of the Oxford Union, and the fourth has served as President of the Cambridge Union. (Applause.) It is a wonderful record.

I am certain this conference desires to express to Mr. Foot and his family their sincere admiration of that performance. We have pleasure in having with us this morning one of Mr. Foot's sons, Mr. Dingle Foot, who is interested in the work of the conference and how we carry out our duties. We give him and his good lady a sincere welcome to this conference this morning.

SIR HENRY JACKSON, M.P.

SIR HENRY JACKSON, M.P., said that it had been his privilege during the last twelve months to come fairly closely in touch with the officers of N.A.L.G.O., and he wished to add his tribute to the moderation, statesmanship, tact, and efficiency, and, above all, the skill of the Association's officers. He had seen much of the hard work of the legal department. He had been associated with their most admirable secretary, Mr. Hill, and he said without hesitation that the very high position which the Association held, both in Whitehall and among local authorities, was in no small



Finalists in the Tennis Tournament. Right: Mr. T. L. Clements, Kent (winner); left: Mr. Le Grice, Barking

judge concerning the Local Government Act, 1929, that that statute must have been the result of the collective wisdom of Parliament, because he was satisfied that it would be very difficult to find a single individual Member of Parliament who would have any idea of its meaning. (Laughter.) There was a passage in one of the works of Conrad—a passage that should be framed and placed in every town clerk's office—"An Act of Parliament has no sense of its own; it has only the sense that it

CONFERENCE REPORT

put into it, and that is precious little sometimes." (Laughter.)

Another condition of good government was good relations between local government officers and the elected representatives. If the importance of local government work was to be appreciated by the community it depended mainly upon the local government officers. That was why every encouragement should be given to the officers. If the people of this country wished to realise the importance of their own local government, let them consider the problems of other countries at the present time. Free institutions were being threatened throughout the world. The greatest gift of this country to the world was that of free institutions, and if free institutions went down in this country they would go down throughout the world.

The work of local government was mainly a school of character. It was an opportunity for individuality. The city or the district should be large enough to give full play to the character and individuality of all its best citizens. The city was our greatest achievement. It was the city that had made the man, as well as the man that made the city. The city was not merely the big place with so many houses and streets; it was a spirit and stood for a great tradition. Every time there was a piece of work faithfully fulfilled there was a contribution to the best tradition of the common enterprise. (Loud cheers.)

MR. C. J. NEWMAN (South Western District) moved a hearty vote of thanks to Sir Henry Jackson and Mr. Isaac Foot. The Superannuation Bill, he said, represented one of the most important and decisive steps which the Association had been able to take. One implication of that Bill was that the cuts in salaries were of a temporary nature.

The vote was accorded with acclamation.

Amendments to Rules

Consideration was given to a number of amendments to rules submitted by the National Executive Council and branches. Various amendments to the Staff Superannuation Fund Rules were adopted. Rule 51 (3) of the Association Rules provides that arrangements shall be made for all members to cast their votes for the election of a woman representative on the Council on the same voting paper as is provided for the election of the ordinary members of the Council, but it has been found that it is more convenient for a separate voting paper to be issued. The Council desired to regularise this practice and, accordingly a notice of motion to amend this rule was given in the agenda of the Conference. The amendment was agreed to.

(Continued from column 3)

and assistance on general legal questions, and in other ways.

The Poor Law Transferred Officers' Committee report, which dealt with action taken on the special problems affecting these officers, was submitted by Mr. G. W. Coster. The paragraphs of this report, he said, constituted a tribute to the value of N.A.L.G.O. The Committee hoped to be able next year to report satisfactory settlements of matters still outstanding. He recalled the negotiations which had taken place with the Ministry of Health on questions affecting the position of officers of the former Boards of Guardians when the Local Government Act, 1929, was before Parliament, and said they found that as soon as the Act was passed all sorts of difficulties arose. The value of organisation then became abundantly proved. It had been a case of fighting on numerous occasions to get what it was understood would be given at the passing of the Act. He commended the Legal Department of N.A.L.G.O. for their work, and on behalf of the transferred officers he thanked the association for all it had done.

WHITLEY COUNCILS

THE reception of the report on service conditions was moved by MR. WILKINSON. The principal matter arising was the proposal for the establishment of a complete system of Whitley Councils for the local government service. The National Executive Council had given notice of the following motion:

"This Annual Conference of the National Association of Local Government Officers representative of 70,000 officers in the local government service unanimously—

- (1) Expresses regret that it has not been found possible to re-establish a National Whitley Council and to increase the number of Provincial Whitley Councils;
- (2) Re-affirms the claims of the Association to comprehensive and regular machinery for collective bargaining and agreements no less effective than that now existing for all other sections in the public service [teachers, police, medical officers, electrical engineers, technical staffs in electricity



MRS. G. FRANKS (Sheffield),
Women's Representative on the National
Executive Council

departments, fire brigades and manual workers (non-trading and trading));

- (3) Urges the associations of local authorities actively to co-operate with this Association in establishing a complete system of Whitley Councils and Committees with a view to the better regulation of all matters of mutual concern to the local authorities and the staffs by means of a National Joint Council or Councils, Provincial Joint Councils and Local Joint Committees;
- (4) Urges the Minister of Health and the Minister of Labour to render every possible assistance towards the establishment of a complete system of Whitley Councils so as to put an end to the disability affecting the majority of local government officers and enable them to participate in the regulation of their conditions of service to the same extent as occurs with all other sections of the public service, national and local."

To this motion an amendment was submitted by the Dumbartonshire Branch, the effect of which was that the Minister of Health and the Minister of Labour should be urged to promote a Bill for the compulsory establishment of Whitley Councils.

MR. WILKINSON, proposing the National Executive Council's motion, recalled the history of Whitleyism as applying to the local government service since 1918. There still remained, he said, three provincial councils—those for the Lancashire and Cheshire area, the West

Riding of Yorkshire, and the London area. These councils had functioned successfully, and the time had now arrived when efforts should be made to increase the number. The three councils referred to cover one-ninth of the country and represent one-third of the population. In addition to these councils, there are seventy-two local authorities, and their staffs, who are operating as joint committees representative of both employers and officers. So long ago as 1918 Whitleyism was commended to employers by the Government, and the state itself operated the system for the civil service. The National Executive Council since 1920 had never ceased in its efforts to re-establish the National Whitley Council, which formerly functioned for the local government service, and also to extend the provincial councils. Mr. Wilkinson alluded to the references made to this matter in the Ministry of Health's circulars 1222 and 1311, and added that the National Executive Council appealed to all branches and district committees to endeavour to educate their members to the advantages of Whitleyism.

MR. W. DONNAN (Yorkshire District Committee), in seconding, said he was convinced that Whitleyism afforded the best means of dealing with their problems.

Compulsory Whitleyism?

MR. J. A. FRASER (Dumbartonshire), in moving the amendment referred to above, said that Mr. Wilkinson had stated that if they could get local authorities to work with them, good would accrue from Whitleyism. That was agreed. A Whitley Council had been established in Scotland, but the local authorities would not work with them. If anything could be done by voluntary effort and mutual co-operation it should be done; but when they found that local authorities were not prepared to meet them on a basis of Whitleyism, there was only one thing to do. The Conference had approved of compulsory superannuation. Why not approve of compulsory Whitleyism?

The Government should be asked to apply to the local government service the same measure which it applies to the civil service.

MR. J. H. SHARPE (Oldham) seconded the amendment. Without compulsory Whitleyism, he said, the lowly-paid officer was going to be left to the mercy of authorities.

MR. A. A. GARRARD (East Ham) opposed the amendment. They were emphatic on compulsory superannuation because they were all enthusiastic on that matter, he said. Would the Conference say they were equally enthusiastic about the compulsory establishment of Whitley Councils? He urged the necessity for widespread publicity on the question of Whitley Councils.

MR. W. H. DRAPER (Sanitary Inspectors' Association) welcomed the strenuous efforts which had been made on this matter by the National Executive Council.

MR. C. J. NEWMAN (South Western District Committee) appealed to Conference to reject the amendment. Mr. Fraser, he said, wanted to use the sledge hammer to crack a nut; but he might smash the nut to such bits that it would be of no use. The essence of Whitleyism was its voluntary character.

The amendment was defeated, and the National Executive Council's motion was carried.

MR. R. WILDGOOSE (Leeds), speaking on the paragraph of the report dealing with salaries, grading, and service conditions generally, tendered the thanks of his branch to Mr. Hill, general secretary, and Mr. Swinden, divisional secretary, for their invaluable assistance to the branch during the past year.

The Conference unanimously approved the report of the Law and Parliamentary Committee, which detailed a great amount of work that had been undertaken to safeguard the interests of officers in connection with Private Bills, advice

(Continued at foot of column 1)

CONFERENCE REPORT

PUBLICATIONS AND RECREATIONS

ON the report of the Publications and Recreations Committee, Mr. J. W. SINGLETON, the chairman, referring to the holiday camps, said the main point of the report was that, as a result of the action of the committee on the reference from the last conference, it has been eventually decided to open another camp at Cayton Bay. He thought it would be a suitable addition to the social side of N.A.L.G.O. activities.

Mr. W. A. SHEE (Kent C.O.) said he had been requested by his branch to bring before the conference one or two points in connection with the publication of the official organ of the Association. His branch were pleased with the endeavours which had been made by the National Executive Council to improve their paper, but there was still very great room for improvement in that publication. "My branch," he added, "feel that the official organ of the service should contain, not so much propaganda material as to what N.A.L.G.O. is, but should provide a medium for the interchange of ideas and to know exactly what other people in other parts of the country are doing for service conditions. If such a course could be adopted, one might more easily appreciate the difficulties which are experienced in other parts of the country. Now, *Local Government Service* is termed the official organ of the local government service, but if you will refer to the reports of conference for the past two years, those of you who have had the opportunity of attending conferences and listening to the debates will find that in a very large measure, the report is not the report of the service, but is a report of the National Executive Council, and what I say to conference to-day is that N.A.L.G.O. members are capable of thinking for themselves, and that such a very carefully abridged report of conference with only debates in it which are pleasing to the outlook of the National Executive Council is not sufficient. (Applause).

"Our branches are capable of sorting out the sheep and the goats, and as such we ought to say that branches are capable of reading reports and debates and judging whether the views expressed are sane or otherwise, and what

have advertisements pushed down the throats of the junior members to buy clothes and pay 5s. a month for them. (Applause). Now, in my own office, I have a staff of some forty junior girls, and it is a matter of distaste to me to see these girls reading advertisements to buy party frocks and pay 5s. a month towards them. It is not in accordance with the dignity of this association. (Applause). We want a journal which will give us a true outlook of the association's activities in all parts of the country. I come from a branch in which, using the words of wisdom which fell from the chair this morning, we 'do not always believe what we are led to believe,' and it is with that note that I conclude the appeal to endorse in no uncertain manner what I have tried to express to you this afternoon." (Applause.)

Rifle Clubs

On the question of rifle clubs, it was reported that at a district committee's request, consideration had been given to the question of whether they should be brought under the jurisdiction of the National Executive Council. Investigations showed that the body had been functioning for many years and until recently had received a fair measure of support. Only a few branches now took an interest. The Council decided on no action.

A delegate expressed surprise at the attitude that had been taken.

Mr. SINGLETON: There does not seem to be any enthusiasm whatever for rifle clubs to-day.

The President said the British Institute of Social Service had issued a manifesto on local government early in the year which he felt was a very necessary and timely document. He proposed that they pass a resolution of thanks for the service rendered by the Institute in the publication of the manifesto. Agreed.

The report of the National Executive Council as a whole was then approved, and Dr. A. S. M. MACGREGOR, medical officer of health of Glasgow, moved a hearty vote of thanks to the National Executive Council for their services. He was sure Conference would agree that no association was ever more faithfully served by a body of men than they were.

An immense amount of administrative work had been done.

On behalf of the West Cornwall branch it was moved "that the terms of appointment of all officers with authorities, whose population does not exceed 20,000, be subject to the approval of the Ministry of Health."

Service conditions were so diverse in many ways, said the mover, that it was considered advisable that a definite attempt should be made to deal in the first place with those whose employment lay with small authorities. It was the considered opinion of his branch that officers engaged by any authority should have equality of treatment. However, it would not appear to be practical politics to insist, at the present juncture, to embark on anything of a wholly national character, but steps were very necessary to protect the interests of officers with some authorities, and improve the general status both from a monetary and other points of view. Many engaged with small authorities were faced by a definite parochial outlook on matters, and frequently the salary question was one that was relegated to the realms of parsimony. It was in vain that the cause of better



Mr. J. W. SINGLETON (Accrington),
Chairman of the Publications and Recreations
Committee

conditions was pleaded, and now coercion was essential.

Control by the Ministry of Health was evidenced in certain classes of appointments even to-day, i.e., Public Assistance; Sanitary Inspectors; M.O.H.'s and others, and the range should be widened. The measure proposed should ensure that (1) salaries should be commensurate with the appointment; (2) efficient persons are appointed; (3) service conditions are just.

A delegate of the Cornwall County Officers' branch said they sometimes failed to appreciate what the officers of small authorities had to contend with. N.A.L.G.O. was not the force with the small authorities that it was with the larger ones. The measure of success of an association such as theirs was according to the help which they could give to their less protected members.

Mr. WILKINSON: On Saturday you decided this was not a subject which required the interference of the Ministry of Health. We have no evidence that the Ministry are likely to assist the authorities referred to. I think it is class legislation of a kind which we cannot support. The motion was lost.

Eligibility for Membership

Mr. W. T. LONGLEY (Surrey County Officers) moved "that the National Executive Council be requested to adopt a definite policy with regard to eligibility for membership." He said that the membership ranged from the extremes of technical and manual workers.

Mr. E. W. JUDGE, of the same branch, who seconded, said they were not entirely parochially-minded and had at heart the interests of the service as a whole. The policy of the Council in leaving the branches to decide the question of membership was no policy at all, but a mere shirking of responsibility in a matter of vital importance to the Association. There was disagreement among the branches on the subject. One branch would accept all and sundry or those whom no other branch would cater for. There was undoubtedly an inconsistent outlook, and his branch considered that this was a source of weakness to the Association.

Mr. WILKINSON: This is admittedly a very difficult matter and not quite so easy as the mover and seconder of the motion tried to make out. Up to now it has always been the policy of the Council to leave it to the branches, and I think that has worked very well.

At this point some members signified agreement and others dissent.

Mr. Wilkinson added that the difficulties had been accentuated since the transferred officers came into the Association. As an example of the difficulties, he cited the case of tramway inspectors. Under some authorities, he said, tramway inspectors were recognised as part of the administrative staff and were



FOLKESTONE: THE KINGSNORTH GARDENS

I am asking conference to-day is to express to the National Executive Council the view that reports of conference should be the Hansard of the conference and not merely a report which is pleasing to the views of the National Executive Council. I am not saying this in any manner of carping criticism of the National Executive Council, in whom we have the greatest confidence.

"One other point in connection with the journal, and that is the question of advertisements. I do suggest it is not in accordance with the dignity of this great association to

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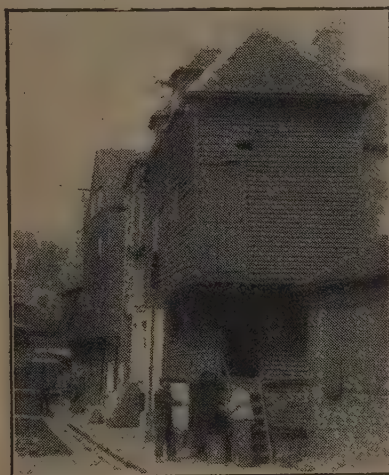
CONFERENCE REPORT

consequently eligible. Under other authorities they were not so recognised. If they were to put down any hard and fast rules that tramway inspectors were not to be members of the Association, they were going to cause a great deal of trouble in quite a number of branches. He suggested that there might be some way out of the difficulty when the Compulsory Superannuation Bill was introduced, so long as it was on the lines of the last departmental committee's report.

MR. BRODIE (Glasgow): What is the attitude of the National Executive Council towards temporary employees? There does not seem to be any uniformity of policy.

MR. WILKINSON: Our advice to branches so far has been that they should accept temporary officers, provided they are carrying out similar duties to those of permanent officers.

MR. BRODIE: We all know that under certain authorities definite scales and conditions of service are laid down for the permanent staff, and these cannot apply to temporary employees. You have two persons working together for different salaries. I say quite definitely that the National Executive Council must adopt a policy to apply to temporary officers.



**FOLKESTONE FISH MARKET:
THE STADE**

MR. F. G. S. PORT (Camberwell): The answer from the platform practically kills this proposition. We heard that it was decided that temporary employees should be accepted. In my branch we have decided that we cannot accept temporary employees. There was a case in which a man was discharged and looked upon the branch as a sort of labour organisation. The Surrey motion was adopted.

Sectional Meetings Suggested

MR. A. V. HIRST (Manchester) moved that "This Conference, recognising that from time to time matters appear upon the Conference Agenda which specially affect the members of a particular section of the local government service, deems it desirable that such matters should be discussed by the delegates directly concerned before being debated in full Conference."

"That the National Executive Council be instructed to make arrangements for a sectional meeting when the branch responsible for any such motion desires its separate consideration." He said that if an item on the agenda dealt with sectional business, as many of them did, it would save time if this were discussed fully before being placed before the Conference. A full discussion could never be given to sectional business at the Conference.

THE PRESIDENT: It is a question of whether

or not we can find time for special meetings without extending the period of the Conference. I do not quite see why sectional parties cannot convene their own meetings.

The proposition was not approved.

The South Western District Committee and Devon County Officers' branch, urged "that the National Executive Council be requested to consider the adoption of a scheme designed to afford assistance towards hospital or nursing homes' treatment, particularly for those members and their dependants who at present are outside the scope of existing hospital aid societies." An amendment to this submitted by the Rotherham Rural Branch was withdrawn, the text being "That the National Executive Council be requested to consider the adoption of a scheme designed to afford hospital or nursing homes' treatment, particularly for those members and their dependants who at present are outside the scope of existing hospital aid societies."

MR. R. C. PERROTT (Devon County Officers) said they were not bringing this matter forward with the idea of getting something for nothing. The idea behind it was, first of all, to assist members of N.A.L.G.O. who, for some reason or other were unable to get assistance from Hospital Aid Societies, and also to help the Benevolent and Orphan Fund. The analysis of the last available figures of grants made by the Benevolent and Orphan Fund showed that at least twenty per cent. of the grants were in aid of hospital and nursing home treatment. They considered it should be possible for the National Executive Council, either through Logomia or the Provident Society, to institute some scheme of insurance such as was worked by other organisations.

MR. H. N. SMAWFIELD (Oldham) seconded. He said he was prepared to give the Council a copy of a scheme which they could put into practical operation.

MR. SHILLITO (Tottenham): Is the Conference aware that the Hospital Savings Association do cater for people over the salary limit of the ordinary workman? There is a special rate for people drawing over a certain amount.

The motion was adopted.

Tenure of Office

It was moved by the Walsall and District branch "That this Conference regrets that further progress has not been made towards presenting to Parliament the Bill referred to in paragraph 85 of the Report of the National Executive Council presented to Conference in 1932, and that the Council be instructed to proceed with the matter without delay."

THE PRESIDENT: Are you aware that this matter is being dealt with in the Local Government Consolidation Bill?

It was pointed out that the matter was dealt with in the annual report.

The delegate said that if the conference were agreed that what was set out in the report covered what they had fought about for ten years, he was prepared not to go on with the motion.

MR. HARROLD: The notice of motion relates to paragraph 85 of last year's report which gave instructions to the Executive to draw up a Bill to deal with certain cases. That was dealt with by the report published by the Local Government and Public Health Consolidation Committee on the lines that this Conference wanted it to be dealt with. There is now a draft clause which provides that, notwithstanding the terms on which a person is engaged, there may be included in the terms a provision that the appointment shall not be terminated without reasonable notice being given by either party. That makes this notice of motion unnecessary. If there was an officer who, under the terms of his appointment, could be dismissed at pleasure, steps could be taken in order that the terms of that officer's appointment should be revised.

The Conference adopted the Walsall recommendation.

NEXT MONTH'S ISSUE OF "LOCAL GOVERNMENT SERVICE" WILL CONTAIN SPECIAL REPORTS OF THE ANNUAL MEETINGS OF LOGOMIA, THE BUILDING SOCIETY, AND THE PROVIDENT SOCIETY.

CONFERENCE REPORT

DISTRICT COMMITTEES AND NOMINATIONS FOR OFFICERS

MR. L. WORDEN (Metropolitan District) moved a resolution expressing the opinion that "the prestige, financial position and official personnel of N.A.L.G.O. do not necessitate the appointment of an Honorary Treasurer and Honorary Solicitors, and asking Conference to consider the question of discontinuing such offices."

An amendment to this from Dumbartonshire suggested that Scotland should be excepted.

MR. WORDEN said he was prepared to accept the amendment if this was agreeable (No! No!). It was with deep regret that he asked the Conference to support this proposal because it involved, if carried, the discontinuance of their hon. officers. It was easy in a district committee to pass a motion such as this, but not so easy facing the galaxy of hon. officers on the platform at Conference. In its infancy, the Association owed a great deal to the work of the hon. officers, and no association had been better served in the past than theirs. He wished to disassociate himself and the District Committee from being in any way unappreciative of what the hon. officers had done, but the time had arrived when their Association had a well-qualified staff to perform the work previously carried out by hon. officers. This was admitted by the Association in their resolution to the hon. auditors some time ago. The Metropolitan District Committee now felt that this should also apply to the other hon. officers referred to in the motion. They disliked to think that the permanent staff, of which they had heard so much, were eating out their hearts for work (laughter). He was sorry that he had omitted to except the case of the hon. solicitor for Scotland. He realised that Scots were people with peculiar laws and customs, and it might be desirable to keep an hon. solicitor in Scotland.

MR. W. H. LAKIN (Metropolitan District Committee) seconded the proposition.

MR. FREEMAN: I think the principle which the Conference have to decide in this matter is very simple. We have our professional staffs, of which we are very proud. On the other extreme we have all the members throughout the country. In my opinion we want our hon. officers who act as the mouthpiece between the two. I think that is the principle we have to consider.

The motion was defeated.

Nominations for Officers

On behalf of the Metropolitan District Committee a notice of motion was submitted to amend Rule 19(b) with regard to nominations for honorary officers. The rule at present provides that nominations for the honorary officers of the Association may only be submitted by the National Executive Council. The effect of the Metropolitan District Committee's amendment was to permit district committees so to nominate.

MR. WORDEN said his committee desired that districts should have an opportunity of sending

in nominations, and that Conference should have the opportunity of voting upon them. They felt that the present system whereby they sent nominations to the National Executive Council and "heard no more about them" was not satisfactory. "We get a list which just covers the vacancy," he said. "What would happen if we did not vote for the nominee of the National Executive Council is difficult to imagine. We certainly have very little choice left to us, and we feel that if the district nominations are sent in to this conference we shall be perfectly capable of deciding whether the nominees are satisfactory."

MR. LAKIN seconded the motion. On a show of hands 378 votes were recorded in favour of the motion and 334 in opposition. Seventy delegates stood in support of a demand for a card vote, which was then ordered to be taken.

A Close Card Vote

MR. LORD: We had a vote of 712 hands on that question, and it does show how keenly the members do their work. He added that if the vote was in favour of the Metropolitan District Committee the first part of the following recommendation from the Yorkshire District Committee would be out of order. Would they agree to postpone consideration of this until the next Conference?

MR. DONNAN: We will fall in with that. The motion was that to Rule 19(b) there should be added "Provided that before making such nominations the Council shall invite the respective district committees to submit the names of persons who in their opinion are suitable to be honorary officers, and that when considering the nominations the Council shall have regard primarily to the services rendered to the Association by the respective persons and no person otherwise eligible shall be considered unsuitable for nomination by the reason of fact that he does not occupy a principal office in the service of a local authority."

It was later announced that on the card vote, 25,097 votes had been recorded in favour of the Metropolitan District Committee's motion and 22,917 against.

Representation on N.E.C.

The East Midland District Committee introduced the following: "That the rules and constitution be amended so as to provide that each district in England and Wales with a membership of 2,500 and over shall not have less than two representatives on the National Executive Council (including representatives elected under Rule 51), and if two representatives have not been so elected, the unsuccessful candidate with the highest number of votes shall be deemed to be elected."

In explanation, MR. DAY said his committee felt that the seats on the Executive were unequally distributed in comparison with membership. At headquarters it was usual for

two committees to be in session at the same time, and it therefore must follow that one-member districts were disfranchised to the extent of half of the Association's work. Agendas, etc. might minimise this difficulty, but they did not entirely remove it. Since 1926 there had been no increase in the membership of the Executive, although the Poor Law officers had come into their association some two or three years ago, and since 1926 the Association had grown from a membership of 37,000 to 70,000. The activities of the Association had widened, and the responsibility of the Executive had increased enormously.

MR. STONE, seconding, pointed out that although there was only a difference of two hundred in the membership of the East and West Midland Districts, the West Midland had two representatives on the Executive and the East Midland only one.

National Executive's Work

MR. E. J. PRATT (Somerset) said he considered that the figure of 2,500 was not sufficient to justify two members, and asked the conference to support an amendment standing in the name of his branch that this should be amended to 3,500.

A delegate said one must be appalled at the amount of work done by the National Executive Council. At present there were seven main standing committees, apart from insurance. Surely they could afford another six or seven members.

MR. WILLETT: The National Executive Council gave very careful consideration to the report on this matter, showing the extent of the Association's activities and the extent of the membership of the Council, which is forty. A delegate, he added, had spoken about the accretion of activities during the past few years, but in instancing Logomia and the Building Society, it must be remembered that these were entirely governed by boards of directors, not necessarily elected by members of the National Executive Council. The effect of the resolution would be to depart from the unit system, a point to which he thought they should give careful consideration. It was perfectly true that the work of the Council demanded that two committees usually met at the same time, but, to his knowledge, no district ever suffered because of that arrangement. If a member were not able to attend two committees at the same time he was brought perfectly up to date with the work of the committee by receiving the minutes of the committee within a week of the meeting. There was also a meeting of the Council to confirm the minutes of the committees. The Council did not feel that a case had been made out for extension of the membership of the National Executive Council.

The amendment was lost, and the motion adopted.

MR. SMALL (Stirling and District Branch) moved an amendment to Rule 55, the effect of which was that only one branch may be formed from the officers of any particular local authority, except with sanction of National Executive Council or as provided in Rule 55.

Large Districts

The mover said there were cases of members in some large districts who were great distances away from the headquarters of the branch. Large counties were covered by only one branch. If the matter of representation came forward, it would be a matter of agreement between two county branches.

MR. GEE (Lancashire) said that there was a long discussion on this question two years ago, when the principle laid down in the rules was re-affirmed. He considered that the principle of having only one branch formed for one authority was fundamental. An impossible situation would arise if multiple branches were allowed to be formed from the staffs of one authority. Could they imagine a borough or county council receiving representations from two or three or even a dozen branches of their own staffs? Machinery already existed whereby members in outlying parts could take part in

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CONFERENCE REPORT

the social activities of the branch in which they resided.

The proposal was rejected.

EDUCATION REPORT

The report of the Education Committee—presented by the chairman, Mr. J. Chaston—dealt, among other matters, with the question of loans for educational facilities. It was extremely difficult, the report stated, to estimate the probable capital amount which would be required each year if it were decided to assist students by means of loans to obtain professional and other qualifications suitable for their work in the service. It was recognised that there would probably be a heavy demand, amounting to several thousand pounds each year, if a general scheme applicable to all examinations were adopted. A certain loss of revenue would result from the transfer of this sum from investments, but the most serious consequences might result from the difficulty of obtaining repayments, thus alienating members.

The cost of preparing for most examinations is spread over a number of years and in the majority of cases a heavy initial expenditure is not incurred. Where a student, however, desires to become a solicitor, he is obliged to find a sum of not less than £80 for his articles' stamp and other fees. The sum may be larger if the principal requires a premium as a consideration for taking him into articulated clerkship. Similarly, where a student desires to read for the Bar he must on entry pay fees amounting to £58 13s. 3d.; in addition, two deposits amounting to £100 and £50 respectively are necessary, though in certain circumstances these may be waived. The Council was desirous of ascertaining whether or not a scheme of this character would meet with general approval.

On behalf of the Southern District Committee, Mr. Griffiths moved: "That paragraph 91 (pages 73 and 74) of the Report of the National Executive Council dealing with loans to student members of the Association be referred back to the Council for further consideration, with instructions to prepare a scheme for the assistance of students desiring to obtain professional and other qualifications, providing that such assistance shall not cover fees for tuition expenses."

The motion was carried.

NEXT YEAR'S CONFERENCE

The question of deciding the venue for next year's conference was then discussed.

Mr. DINGLE FOOT, M.P., who put forward the claims of Dundee, said that, in listening to the deliberations of the Conference, he was struck with the idea that they were not dissimilar to those at the House of Commons, particularly so in view of the fact that in the House of Commons they spent a great deal of time listening to the representative from Dumbartonshire (laughter). In one respect, at any rate, they were more fortunate than the House of Commons, in that they had no party whips and they were able to make up their own minds upon the merits of each question. He had been asked by his branch of N.A.L.G.O. to act as spokesman for Dundee, and to extend to them a very cordial invitation to that ancient and royal borough. If they would come to Dundee next year he thought they would be doing a service, not to them alone, but also to N.A.L.G.O. in the Kingdom of Scotland. He thought the results would be felt, apart from Dundee, in the lesser satellites of Glasgow, Edinburgh, and Aberdeen (laughter).

A city did not only consist of its buildings, bricks and mortar, but of the citizens that go to make it up, and he was sure that they would like the people of Dundee and would appreciate their generosity, sagacity, and good sense. (Cheers.)

THE TOWN CLERK OF MARGATE (Mr. P. T.

Grove) said that rightly or wrongly he was one of those chief officials who was not ashamed of being a member of N.A.L.G.O., and it was on his suggestion that the Mayor and Town Council extended an invitation to the Association to hold their conference at Margate. He was compelled to recognise that it was the turn of the North to have the conference, and in the circumstances he wished to withdraw the application of Margate this year, but hoped that the town would be selected for the 1935 conference.

THE MAYOR OF SCARBOROUGH said it gave him sincere pleasure to ask them to come to that town next year. N.A.L.G.O. had selected at Cayton Bay a site for their holiday camp which for comparison he knew no other. They had not been to Yorkshire since 1922, and it was high time that they came again.

The Chairman of the Finance Committee of Scarborough, who supported the invitation, said the last thing that the Council had done was to restore the "cuts" in the salaries of their officials.

The Town Clerk of Blackpool extended an invitation to the Lancashire resort. He said they had not been to Blackpool since 1918, when they were very small in numbers. The Mayor and Corporation and the local branch would give them a royal Lancashire welcome.

Invitations were also received from Barry, Buxton, and Bournemouth.

The president expressed the Association's indebtedness to the Councils for sending these invitations.

A vote was taken between Blackpool and Scarborough, and Scarborough was agreed to by 353 votes to 288. A second amendment in respect of Dundee was defeated, and it was announced that Scarborough had been chosen.

CONFERENCE REPORT CONCLUDED ON PAGE 202

SUCCESSFUL COMPENSATION APPEALS

As the result of appeals to the Ministry of Health, the following increases in the amounts of compensation awarded have been obtained: Lt.-Col. Peter Macdiarmid, Alder Hey Children's Hospital, West Derby, Liverpool (Medical Superintendent), from £351 10s. 6d. to £486 10s. per annum; Dr. E. S. Miller, Rathscar, Greenbank Drive, Sefton Park, Liverpool, from £99 12s. to £136 per annum.

CONFERENCE IMPRESSIONS

(Continued from page 190)

labours of future conferences by sectionalising the work, but the motion was defeated.

The conference, as a whole, was conducted with dignity and good sense on all sides. The work of future conferences should be clarified by the wise decision to appoint an agenda committee to group together notices of motion dealing with the same subject and so to avoid duplication.

If there was one note which seemed below the general level, it was provided, not by the delegates, but by the representatives of various seaside towns who came to tout for the honour of entertaining next year's conference. "Never have I heard wares advocated with such oratory," said the president. "It only remains for you to decide which orange you will buy."

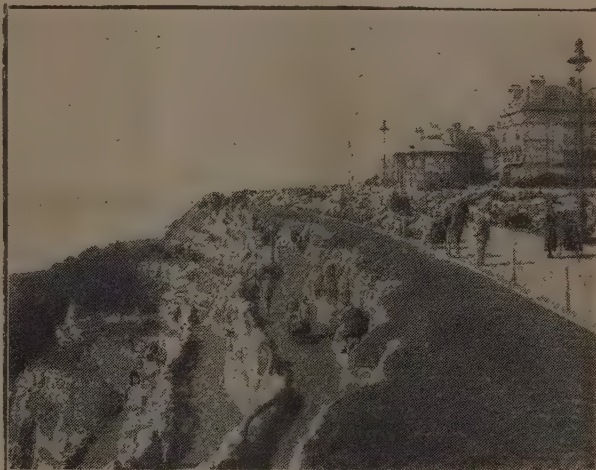
The conference wanted a blood orange and bought Scarborough.

FOLKESTONE CONFERENCE COUNCIL

Prize-winners in the Derby Distribution

The following is the list of prize-winners in connection with the Folkestone Conference Council's 1933 Derby Prize Distribution in aid of the Benevolent and Orphan Fund:—

Name of Horse	Ticket No.	Name and Address of Holder
First Prize. HYPERION	B4586	"Scales," 21 Mortimer Street, Pallion, Sunderland.



THE LEAS AND ZIGZAG PATH, FOLKESTONE

Second Prize.			
KING SALMON	G2972	Beattie, D., Wallasey.	
Third Prize.			
STATESMAN	B 251	"We-4-Chaps," Municipal Offices, Sutton, Surrey.	
"Runner" Prizes.			
HARINERO	A 4916	Oxley, Mr., 1 Bonsor Road, Folkestone.	
LIGHT SUSSEX	B 389	"First Division," Education Offices, Philip Lane, South Tottenham, N.15.	
YOUNG LOVER	B 3244	Duncan, J. A., Dummac, North Brinton, Gosforth.	
MADAGASCAR	F 4782	Merington, W., Clatterbridge, Bebington, Wirral.	
BLUE GRASS	E 679	Wells, L. E., County Offices, Dorchester, Dorset.	
LOVERS WALK	A 179	"Barley Wine," 2 Cobb's Mews, Christ Church Road, Folkestone.	
THRAPSTON	E 3113	"Mgastrin," 67 Neath Road, Briton Ferry, Glam.	
MELFORT	G 907	"D.F.," 73 South Park Road, Macclesfield.	
SCARLET TIGER	F 2742	Waters, T. C., 6 The Paddock, Whitby.	
SOLAR BOY	B 723	Fox, Mrs. H., 44 Monins Road, Dover.	
INTERLACE	E 980	Smith, K., "Sunnyside," 66 Coney Hill Road, Gloucester.	
CAYMANAS	A 3355	Lawson, Miss M. W., Borough Hall, Greenwich, S.E.10.	
FELICITATION	A 772	Fish, Mrs. L. A., 12 Broad Street, Jersey.	
GINO	D 1918	Baker, Miss, 31 Millfield, Folkestone.	
CORADO	A 606	Standford, J., 31 Russell Road, Folkestone.	
FRANZ HALS	A 383	"Mine," 5 Fernbank Crescent, Folkestone.	
HAPPY CALL	E 5323	"Jack," 18 Wood Street, Swinton, Yorks.	
TUPPENCE	G 1715	"Bowles," 35 Church Stile, Rochdale, Lancs.	
RAYMOND	A 4331	Jennings, M. W., 63 Fulham Road, London, S.W.3.	
MYOSOTIS	C 3126	"Little Onion," Council Offices, Seaford.	
MANITOBA	E 1720	"Allon," County Surveyor's Department, Trowbridge.	

The School of Accountancy has removed its headquarters for England and Wales to Bush House, London, W.C.2. The school has installed a highly efficient organisation, which should prove of great advantage to its many students at home and abroad.

CONFERENCE REPORT

INDUCTION of the NEW PRESIDENT

IN vacating the chair in favour of Mr. Cecil G. Brown, LL.B., Town Clerk of Cardiff, Mr. Lord, addressing the new president, said: "In my opinion your professional colleagues have conferred upon you the highest honour in connection with the local government service, and I extend to you my most hearty congratulations. You have served the association in many capacities, principally as hon. solicitor for Wales and chairman of the Law and Parliamentary Committee and of the National Executive Council, and members of the Association who have come into intimate touch with your work have learned to honour you and respect your opinions. You have served in the office of Town Clerk of Cardiff with distinction, and I am sure the qualifications which you possess will enable you to conduct the affairs of the Association in a manner in which they should be conducted. I can tell you that the work will make great demands upon your time. Shortly you will be retiring from your official capacity, and you will not find the strain of N.A.L.G.O. work as great as before. Wherever you will travel in the cause of N.A.L.G.O. you will be received in such a manner as will give you the greatest possible pleasure and pride. The President of N.A.L.G.O. is always received by local authorities, government departments, and anywhere that he goes in a manner which makes him feel that representing the Association is worth while. I know you will carry out the duties in the way that is essential to the honour and dignity of the work, and I hope you will have a successful year of office. (Loud cheers.)"

MR. BROWN, having been invested by the ex-President with the insignia of office, said he could not let the moment pass without a word of thanks to Mr. Lord for the very kind and appreciative way in which he had spoken, and also a word of thanks to the members of the Conference for the great honour conferred upon him in his election as president. He knew perfectly well that to some extent he was there as the result of accident. Had it not been for the lamented death of Sir Tom Percival, it would have been Sir Tom who would have been in that place. However, that was not to be, and he assured them that he (Mr. Brown) highly appreciated the honour and would do his very best to justify the confidence placed in him. (Cheers.)

Tribute to Conference Council

Thanks were expressed to the chairman, secretary and members of the Conference council, and also the Mayor and Corporation of Folkestone, the vicar, secretary of the committee of Folkestone Golf Club; the Bowls Club, and the Tennis Club.

MR. SUMMERFIELD, secretary of the Conference Council, returned thanks on behalf of the officers, and members of that council. If any real success had been achieved, he said, it had only been made possible by the whole-hearted support and appreciation he had received from every member of the Council.

MR. J. J. BUTTERFIELD (North Western District Committee); Mr. Sam Lord is handing over the torch which is quite unsullied in my opinion. He has added to the flame, and it is handed to his successor with increased value. We have valued his service all these years, and we hope he will be with us again. We wish him long life and good health in his retirement, and that he will retain pleasant recollections of his association with us. I move that this Conference records its hearty appreciation of Mr. Sam Lord's services.

MR. W. DONNAN (Yorkshire District Committee) seconded.

The vote was carried with enthusiasm, the delegates rising and singing "For He's a Jolly Good Fellow."

"Your kindness to me has always been overwhelming," MR. LORD replied, "I cannot

thank you enough for the reception you have given me, but I think Mr. Butterfield is wrong—I am not leaving N.A.L.G.O. I have still another year on the National Executive Council, and I also hold other offices, though I cannot tell you how many. I thank you most sincerely for the magnificent vote that has been accorded to me to-day. It is in keeping with the kindness shown to me all the time. I am amply repaid in knowing how N.A.L.G.O. has progressed.

The Conference then terminated.

THE SOCIAL PROGRAMME

THE social side of the Conference left little, if anything, to be desired. Thanks to the good work of the local Conference Council, with the happy co-operation of the Mayor and Corporation of Folkestone, the hours of leisure for the delegates were hours of delight. On June 2 there were played the annual golf competition and the annual tennis and bowls tournaments, the results of which are included in the Conference report. The Mayor (Alderman J. W. Stainer, J.P.) entertained more than a thousand guests at a reception at the handsome Leas Cliff Hall on the eve of the Conference, and on June 3 the Corporation gave a luncheon at the Royal Pavilion Hotel in honour of the National Executive Council of the Association. The Mayor, who presided, proposed the toast of prosperity to N.A.L.G.O., and Mr. Lord responded. Following the conclusion of Saturday's session of the Conference, many delegates participated in a tour of the East Kent country, and on the same evening there was held a delightful variety concert at the Leas Cliff Hall.

On the Sunday delegates assembled at the Town Hall for divine service. Accompanied by the Mayor and members of the Corporation, they proceeded to the Parish Church, passing on the way the War Memorial, on which the President laid a wreath. In the afternoon tours were made to Canterbury, where a representative of the Dean met the party; and to Deal and Walmer; and in the evening an orchestral concert was held at the Leas Cliff Hall. The National Executive Council entertained the Mayor and members of the local Conference Council to luncheon at the Royal Pavilion Hotel on June 5. Mr. Lord presided, and Mr. Cecil G. Brown, the new President, proposed the toast of the local Conference Council, to which Mr. J. A. Wilkinson, the chairman of that Council, and Mr. H. Summerfield, the Secretary, responded. The Conference Dance was held at Leas Cliff Hall on Monday evening.

Tuesday was devoted to a tour of the "Weald of Kent," lunch being taken at Tunbridge Wells, and the party being entertained to tea by the Mayor of Hastings. Another party paid a visit to Boulogne, and a reception was held in their honour by the Mayor at the Hotel de Ville.

DATES TO REMEMBER

JULY 1.—N.A.L.G.O. Approved Society, Annual General Meeting, Town Hall, Scarborough.

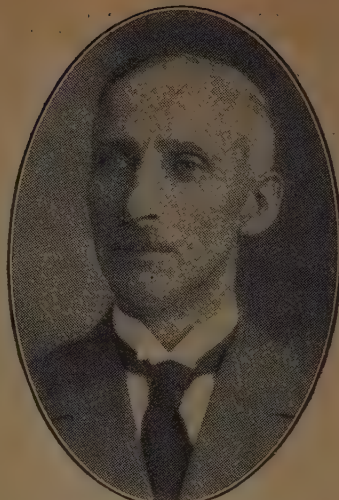
JULY 1.—Grand Opening, Cayton Bay Holiday Camp, near Scarborough.

JULY 7 & 8.—Committees of the National Executive Council.

JULY 15.—Commencement of N.A.L.G.O. Summer School at University College, Oxford.

JULY 22.—Close of N.A.L.G.O. Summer School at Oxford.

JULY 22.—National Executive Council.



DR. A. S. M. MACGREGOR,
Medical Officer of Health of Glasgow, who expressed the thanks of the Conference to the National Executive Council.

SUPERANNUATION PROGRESS

More Authorities considering adoption of 1922 Act

DURING recent weeks there has been considerable activity in connection with the superannuation question in various parts of the country.

By the invitation of the Monmouthshire Urban District Councils Association, the Divisional Secretary and other representatives of N.A.L.G.O., together with the District Secretary and other representatives of the National Union of General and Municipal Workers, attended a special meeting of the Association at the County Hall, Newport, on May 27, when an actuarial report on the cost of adopting the 1922 Superannuation Act for Officers and Workmen by all Local Authorities in the County who have not already adopted the Act, was considered. After an interesting and very helpful discussion it was decided to obtain the views of the different authorities.

As a result of the conference of local authorities who have not adopted superannuation in the Lancashire and Cheshire Whitley Council area, which was held in Manchester in January last, the following authorities are obtaining actuarial reports:—

Boroughs.—Chorley, Congleton, Leigh, and Nelson.

Urban Districts.—Aspull, Blackrod, Adlington, Billinge, Droylsden, Ince, Little Lever, Standish, Upholland.

Rural District.—Wigan.

The question of superannuation is also under consideration at Blackburn, Barrow-in-Furness, and Darwen. In the last two mentioned cases a ballot of workmen is being taken on the subject of the adoption of the Act.

Barnstaple Town Council has adopted superannuation for the officials, and is now considering the question in relation to the workmen.

N.A.L.G.O. BLAZERS

Arrangements have now been made with the manufacturers of articles in N.A.L.G.O. colours to produce two quality blazers which can be sold to members at 28s. 6d. and 23s. 6d. each respectively. The material is a good quality flannel and the striped setting is very attractive. Those who desire to have their blazers made can purchase the material from Headquarters. Four yards are required of the first quality—price 5s. 3d. per yard; but owing to the extra width only two yards are required of the second quality—price 8s. per yard. Orders accompanied by a remittance should be sent to the General Secretary, 24 Abingdon Street, Westminster, S.W.1.

BRIDGE FORUM

THE following are the answers to the questions set in the June Competition (the score in each case being Love All):—

Questions 1-3

What should South bid, as dealer, on each of the following three holdings:—

Question.	Answer.
1. S. x, x, x, x. H. A, Q, x. D. x. C. K, Q, x, x, x.	1 Club. [He holds 2½ Honour Tricks and a biddable suit.]
2. S. K, J, x. H. A, Q, x, x. D. Q, J, x, x, x. C. x.	1 Diamond. [Holding 3 H.T. and 2 biddable suits (one a 4 card and one a 5 card), the long suit should be bid first.]
3. S. x, x. H. K, Q, J, x, x. D. x. C. A, K, Q, x, x.	1 Heart. [Here are 3 H.T. with plus values and 2 biddable suits. Where, however, they are of equal length (or a 5-card and a 6-card suit), the higher ranking suit should generally be bid first, even though weaker in Honour strength.]

Question 4

North opens with a bid of One Spade; East passes; what should South bid, holding:

S. x, x, x, x, x, x; H. A, x, x; D. x, x, x; C. K, x.

Answer: 3 Spades.

[The hand is worth 3 supporting tricks (as against a minimum of 1½ required for a single raise), namely, 1½ in Honour Tricks; 1 for an extra trump and a ½ trick for the Doubleton.]

Question 5

North opens with a bid of One Diamond; East passes; what should South bid, holding:

S. A, J, x; H. K, x, x, x, x; D. x, x, x; C. x, x.

Answer: 1 Heart.

[Adequate Trump support in Diamonds is lacking, but the hand contains 1½ honour tricks and a biddable suit of Hearts.]

Question 6

North opens with a bid of One Club; East passes; what should South bid, holding:

S. Q, J, x, x; H. K, Q, x, x; D. A, x, x, x; C. x, x.

Answer: 2 No Trumps.

[Trump support is lacking, but the hand contains 2½ H.T., as against 1½ normally required to bid 1 N.T.]

Question 7

South is playing No Trumps; West's opening lead is a small Diamond, of which South holds Q, 10, x, and Dummy (North) puts down K, x. What card should South play from Dummy?

Answer: A small one.

[This is the only way to ensure the suit being stopped twice if the lead is from the Jack. See Frank England's "Bridge Tips and Test Hands" (2s. 6d.), No. 3.]

Question 8

South deals and bids One Diamond; West bids One Heart; before North has spoken, East bids One Spade. What is the procedure, and what penalty, if any, can be demanded?

Answer: His out-of-turn bid is cancelled.

North bids as though East had not spoken, but the offender's partner (West) must pass when it is next his turn to call. See Law 39 (2).

PRIZE-WINNERS.—The following are the prize-winners, the first of whom has been awarded a copy of "The Contract Bridge Omnibus," by Harold Thorne, the others receiving two packs each of Concave Playing Cards supplied by L. G. Sloane, Ltd.:—

1, Mr. Percy J. Foster, City Engineer's Office, City Hall, Cardiff; 2, Miss Phyllis L. Cannon, White Webbs, Maltese Road, Chelmsford; 3, Mr. A. W. Gaye, 474 Norwich Road, Ipswich; 4, Mr. William J. Hull, 8 Turner Avenue, Mitcham, Surrey.

HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "Everyman's Encyclopædia of Gardening," etc.

IN common with other mundane things, hot weather gardening entails certain obligations, which subtract from or increase its pleasures according to the character and temperament of the participant. Perhaps those people come off best, as far, at least, as personal enjoyment is concerned, who find a boyish delight in passing unlimited quantities of water through a rubber hose and are able simultaneously to forget water companies' charges. Others hate what they call the "messiness" of hosing and have a lurid horror of quarterly bills. I confess my personal sympathies to be with the latter. There is immense waste in the indiscriminate hosing which goes on, and hoeing, supported by mulchings, perhaps of lawn mowings, renders it superfluous. I haven't an inch of hose on the place, but I have a nice selection of hoes, plus two very good lawn mowers, and really, things go on quite well, even in hot spells.

Does this mean no watering whatever for lawns and flower beds? Very nearly that. It means that watering is the last thing, not the first thing, to fly to, and then only in special cases. It is an emergency step—a solemn rite rather than a picnic. And such watering as is done is not merely a watering: it is a watering as a preliminary to a mulching, which checks evaporation. Manure as a mulch loses its virtues in hot dry weather, quickly drying and shrivelling up, and a material which lies closer is better, such as lawn grass or hop manure or a mixture of the two.

It is with a certain scepticism that I read the advice in gardening papers to plant up beds and borders so closely that no soil shows. To begin with, it impedes, if it does not actually prevent, that thorough hoeing which plays so important a part in keeping plants going during hot dry spells. And what is the matter with soil, anyway, that it mustn't be seen? I love to see clean, crumbly soil between plants. Public gardeners plant more closely than private gardeners as a rule, but even they don't mass their plants so that no soil is visible, far from it; they allow a good margin for growth extension.

Apocryphal this matter of hot weather, let me urge my readers to remember that it often brings its own remedy in the form of thunderstorms, and the first rumble must be the signal for getting the hoes ready. Almost before the deluge is over, the gardener must be rejoicingly busy, keen to take the utmost advantage of the God-sent opportunity. How many, many people waste thunderstorms! Not a particle of good do they get out of them. Ladies, no hiding under the stairs, please. Gentlemen, no loafing in smoking-rooms. All of you must be in your toolsheds, hoes in hand, ready to rush forth at the earliest possible moment. Loosen the top layer of soil, which will no longer be "crust" but "crumb," deeply, then for special things, such as Sweet Peas, lay on the mulch.

One of the bothers of dry weather is the encouragement it gives to aphides, and here water unquestionably comes in—nicely diluted with an insecticide; but with the use of a proper sprayer the quantity is comparatively small, four or five gallons going a very long way. It is not a bad plan, however, to give the Roses or whatever plants are being treated (pillar Roses, certainly) a good sousing of plain water through the coarse nozzle before applying the insecticide with the fine one. People who do not notice how closely the tiny green flies are massed on the leaves and buds are apt to be disappointed with the results of a spraying and to blame the insecticide when, a few days later, they see a lot of aphides still present.

The sousing of plain water scatters thousands of the insects and gives the insecticide a better chance. For mildews and other fungi the most convenient liquid is water with one-third ounce per gallon of liver of sulphur, costing about one penny at the chemist's, dissolved by merely letting it soak a few hours in the water, which turns dull green.

* * *

A reminder that the time is here to plant, or to split up and replant as the case may be, Flag (Bearded) Irises will not be out of place. It is one that will bear repeating, because people who do not know the plant's habit of making new roots after flowering stare incredulously when told to divide the luxuriant clumps in the height of summer. Trial will prove the efficacy of the practice if fairly large portions are split off, because they will certainly flower well next year if not poisoned with dung manures, but on the contrary fed with the lime they love. Are two or three ultra vigorous varieties wanted? Then get Lord of June, pallida and its variety dalmatica, Ambassadeur, Alcazar and Iris King at least. Less massive, but still vigorous, are Mdm. Chereau, Her Majesty, Mrs. G. Reuthe, Flavescens, Princess of Wales, etc.

A matter which should not escape attention at this time of year is that of dressing over the stronger-growing spring bloomers on rockeries and in borders which have gone out of flower, but still exist in large masses, and may be overgrowing smaller but cherished things. Cases in point are Aubrietias, Arabises and Sun Roses (Helianthemums). These are very beautiful when in full bloom, but actually dangerous when over. It is a good thing to get the shears to them, then perhaps the trimming will be done more thoroughly than if a penknife or a pair of scissors is used; it does the plants no harm to clip them closely, for in due course they break again and meanwhile their weaker associates are being given a chance.

* * *

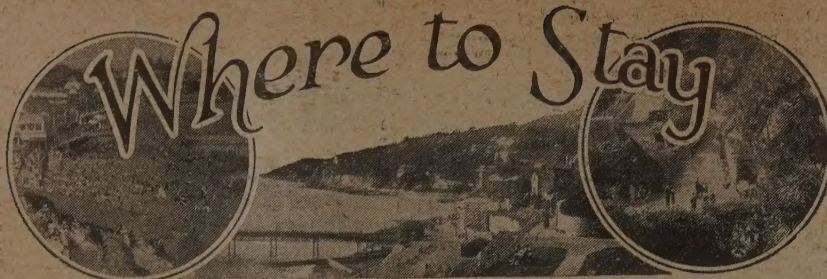
The opportunity of the clipping may be taken to put in some slips, using very sandy soil and covering with glass and paper till rooted. Another most useful plant of which cuttings strike readily at this season is the mauve Catmint, Nepeta Mussini. This is one of the easiest of beautiful border plants to propagate. The Allwoodii hybrid Pinks also strike quite readily and are worth growing in quantity. Which reminds me to mention that the newer Allwoodii alpinus hybrids are real gems for the rockery, flowering as they do in summer when most Alpines are over.

Sweet Peas sometimes disappoint, when in a fair way for succeeding as well as the keenest grower could wish, by displaying discoloration of the stem and subsequent collapse. The cause is a fungus called Thielavia basicola. It has been known for a great many years, and perhaps the remedy, or rather preventative, is fairly well known too; however, here it is: sulphate of potash sprinkled round the plants, not on the stems, in showery weather, at the rate of an ounce to the equivalent of a yard row of row. The disease is more common in damp than in well-drained ground, and in undrained soil the winter sowing of Sweet Peas is always precarious.

* * *

The City Librarian of Bristol draws my attention to a brochure containing particulars of the gardening books in the Bristol Public Libraries, and thinks it may be worthy of a line in this column. It certainly is, for it is an admirably arranged production. Naturally, one is glad to see one's own works well represented in it.

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HASTINGS.—"Holmesdale" Private Hotel, 9 Holmesdale Gardens. Comfortable. Near sea. Highly recommended. From 42s., according season.—Proprietresses, ex-N.A.L.G.O. members.

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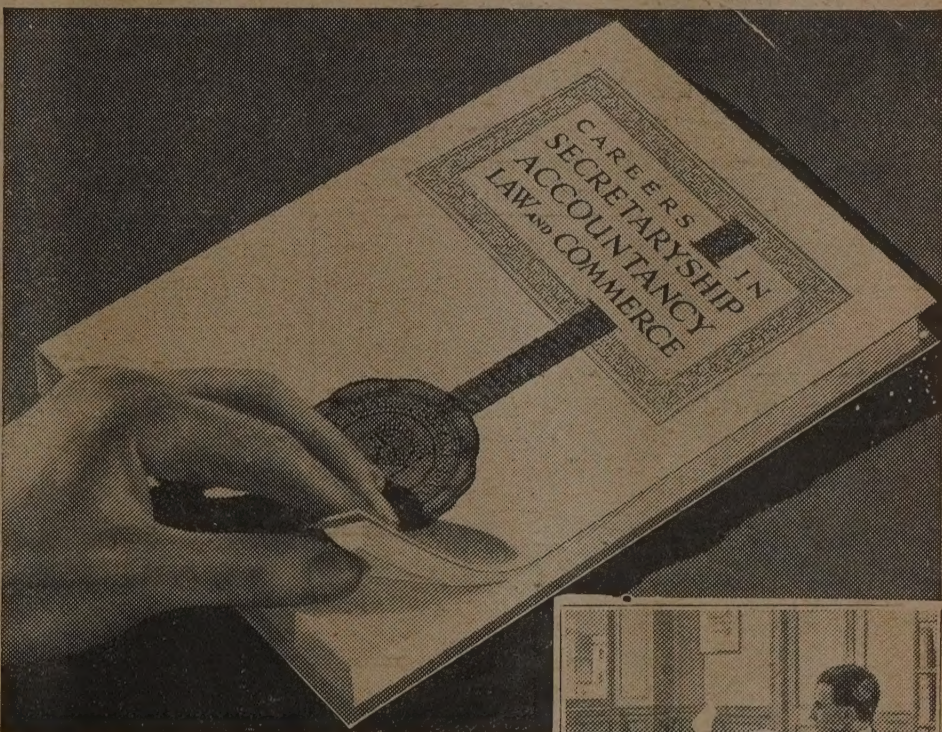
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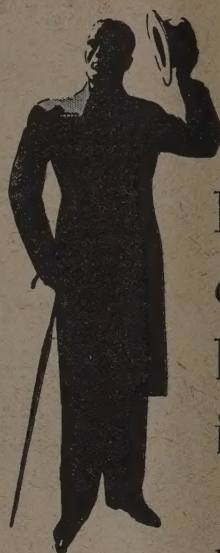


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